14

POSITION CLASSIFICATION and PAY

in State and Territorial Public Health Laboratories

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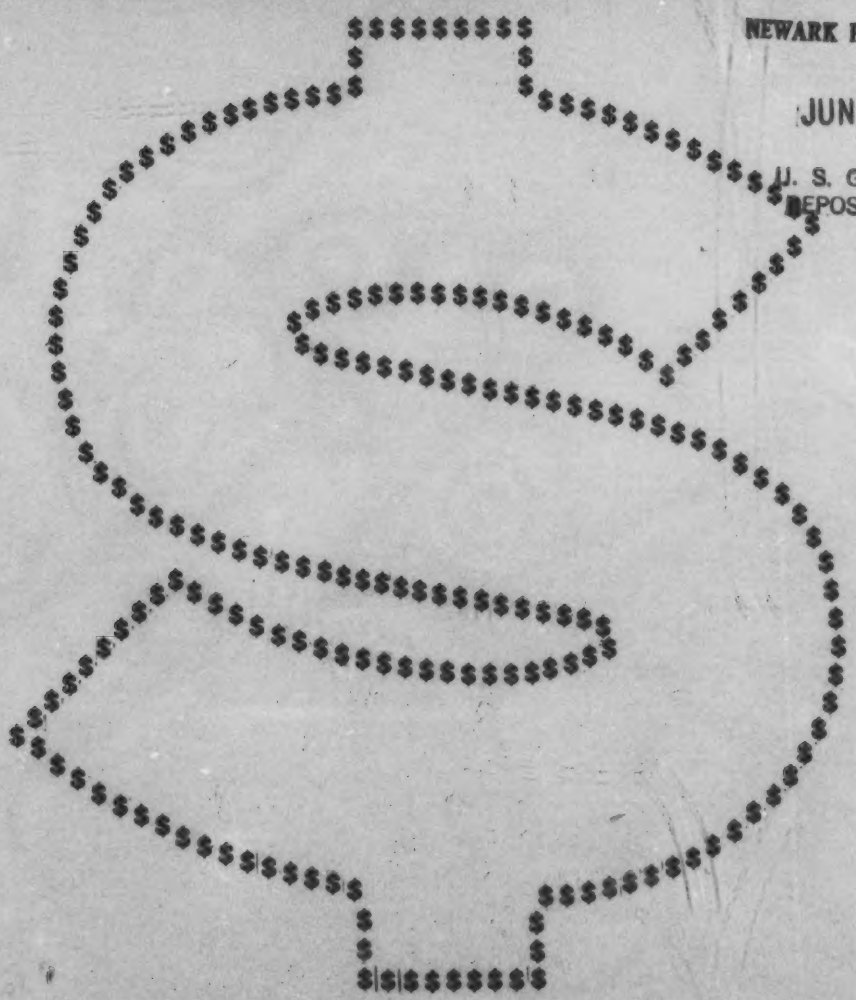

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
PUBLIC HEALTH SERVICE
CENTERS FOR DISEASE CONTROL
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POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

Number 14

January 1983

A Compilation
by the

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Public Health Service
Centers for Disease Control
Laboratory Program Office
Management Development and Consultation Division
Atlanta, Georgia 30333

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INTRODUCTION

This is the fourteenth edition of the "Pay and Classification" document published by the Management Development and Consultation Division, Laboratory Program Office, Centers for Disease Control. As has been the case with past editions, the contents of this publication were made possible through the cooperation of the state and territorial public health laboratory directors. Current salary schedules were supplied for this edition by all states and territories except New York, which is no longer included in Tables 1-16.

The document reflects the pay changes and current classifications as reported for Fiscal 1981/82 by the state and territorial public health laboratories (Tables 1-16). A summary table (#17) reflects "average salary" changes from 1973 to 1978, 1978 to 1983, and 1973 to 1983 for all 16 position classes reported. Another summary table (#24) contrasts the 1980/81 and 1981/82 average minimum and average maximum salaries for the 16 positions. Tables 18-23 compare average annual salaries for the same years used in Table 17 (computed by averaging the entrance and top steps of the salary range) by state for six position classifications: Laboratory Aide I, Laboratory Technician I, Microbioloist I, Chemist I, Assistant Laboratory Director, and Laboratory Director. A few salary comparisons show a decrease in annual figures for some positions. In most instances, this results from either a state change in position classification or a change in allocation of a reported position to the classification system used in this document.

Tables 25-30 contain salary data from hospitals, industry, and the Federal Government. The job descriptions used in the collection of the data are included. This will allow comparison of state salary averages with those in other sectors for certain positions. Although clerical salary data has not been collected from the states, information on clerical salaries has been presented from the other sectors as a matter of interest and for use by individual states.

This report is designed to serve the state and territorial public health laboratory director as a source document in the management of his laboratory. Comments and suggestions on the contents of this report are welcomed.

Please forward all correspondence and copies of your new pay plans as they become effective to:

Centers for Disease Control
Attention: Ms. Esther Ives
Management Development and Consultation Division
Laboratory Program Office
Building 6 - Room 210
Atlanta, Georgia 30333

POSITION CLASSIFICATION AND PAY FOR SIXTEEN LABORATORY POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

The salary survey for state and territorial public health laboratories has been prepared from position descriptions and salary schedules supplied by members of the Association of State and Territorial Public Health Laboratory Directors (ASTPHLD). ASTPHLD consists of the public health laboratories in each of the fifty states, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands. The position descriptions were studied so that the most comparable laboratory positions in the states would be displayed. However, because of the differences among the states in size and structure of organizations, as well as in programs, the data are not precisely comparable from state to state. The positions presented range from Laboratory Aide to Laboratory Director. The title selected for each of the 16 position classes is one frequently used in state public health laboratories. These titles are: Laboratory Aide I and II; Laboratory Technician I and II; Microbiologist I, II, III, IV, and V; Chemist I, II, III, IV, and V; Assistant Laboratory Director; and Laboratory Director.

The following is a description of the column headings used for Tables 1 through 16:

State Title. Position titles vary considerably among the states, especially for the Aide and Technician positions. The positions are grouped by comparable education and experience requirements and the state title identifies the position for that state.

Number Employed. The number of persons serving in the position will fluctuate, but the number shown represents the latest reported by a state for the position. The total number of employees shown for any particular state will not be the true total because positions such as animal caretakers, maintenance personnel, laboratory surveyors and evaluators, cytotechnologists, clerical personnel, and other positions are not included.

Education Requirements. Education requirements are presented as HS, MT, BS, MS, and DOC standing for high school graduate, medical technologist degree, bachelor's degree, master's degree, and doctorate, respectively. Numbers appearing in place of the initials signify the number of years of education required instead of the degree. The requirement of "DOC" means any one of the appropriate degrees of M.D., Ph.D., Sc.D., D.V.M., or Dr.P.H. Some states allow different combinations of education and experience to qualify for a position. For example, to qualify in many states for the Laboratory Technician II, a person may have either a high school diploma plus two years laboratory experience or two years college credit with no experience. The publication shows the set of qualifications described first in the state's position description.

Experience Requirements. The numbers under the "Total" column indicate the years of non-supervisory and supervisory laboratory experience required. Position descriptions in some of the states indicate the amount of required laboratory experience with terms such as "some," "considerable," and "extensive." These are, in general, interpreted as follows: some experience - less than 2 years; considerable experience - 2 to 5 years; extensive experience - over 5 years.*

Salary Range. The minimum, or entrance step, and the maximum, or top step, are shown. The top step generally includes longevity steps if they are shown in the state's salary schedule. Some of the salary schedules indicate that longevity steps are added, but the number or dollar value of the longevity steps is not given.

Number of Steps. The number shown in this column includes the entrance step, the top step, intermediate steps, and the longevity steps, if known.

Average Step Increase. When the number of pay steps is known, the average step increase is calculated by dividing the number of possible step or rate increases into the difference between the minimum and maximum salary. The number of rate increases possible is actually one less than the number of steps shown for each salary range. A few states have no set number of pay steps and consequently, the average step increase is not shown. In these states, the amount of a step increase is based on performance evaluations and usually ranges from 2 to 10% of the employee's present annual salary.

Percent Spread. This figure is the percent increase in salary from the entrance to top salary step. The Executive's Manual for Personnel Handling** suggests at least a 30% spread from the entrance to the top step in order for salary increases to be significant enough to satisfy the employee's need for growth, yet small enough to discourage the employee from being satisfied with receiving step increases rather than promotion to a higher grade.

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*State Salary Survey. U.S. Office of Personnel Management, Office of Intergovernmental Personnel Programs, August 1, 1980.

**Executive's Manual for Personnel Handling. Copyright 1964 by Prentice-Hall, Inc., Englewood Cliffs, N. J. 07632.

TABLE 1

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

LAB AIDE I

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	LAB AIDE I	0	HS			804-1108	9650-13299	14	280	37	01 OCT 82	
AR	LAB AIDE	8				580- 938	6968-11258	10	476	61	01 JUL 81	
CA	LAB ASST I	10		1/2		995-1153	11940-13836	5	474	15	01 JUL 81	
CO	LAB ASST IA	4				842-1128	10104-13536	7	572	33	01 JUL 82	
CT	LAB HELPER	17				880-1015	10568-12191	7	270	15	01 JUL 82	29
DE	LAB AIDE	4	8 YRS			653- 944	7845-11330	11	348	44	01 JUL 82	
DC	LAB AIDE		8 YRS			670-1041	8043-12500	10	495	55	04 OCT 81	
FL	LAB HELPER	29	HS			623- 748	7475- 8979			20	01 SEP 81	
GA	LAB AIDE	20				745- 998	8946-11982	11	303	33	01 JUL 82	
HI	LAB ASST I	1	HS			807-1128	9684-13536	10	428	39	01 JUL 81	
ID	LAB HELPER	0				736- 984	8832-11810	7	497	33	04 JUL 82	11
IL	LAB HELPER	7				921-1102	11052-13224	7	362	19	01 JUL 82	
IN	LAB ASST V	10	HS			706-1063	8476-12766	29	153	50	01 JUL 81	19
IA	LAB ASST I	0				678- 910	8137-10929	7	465	34	01 JUL 82	
KY	LAB AIDE	11				567- 907	6804-10884	3	2040	59	16 JUN 82	
LA	LAB TECHNICAL ASST 1	6				677- 960	8124-11520	11	339	41	01 SEP 81	
ME	LAB ASST	1	8 YRS			797-1026	9568-12314	7	457	28	01 JUL 82	
MA	INST DOMESTIC AIDE	6				781-1001	9381-12021	7	440	28	27 JUN 82	
MN	LAB ATTENDANT I	7				965-1131	11588-13572	8	283	17	01 JUL 82	
MS	GEN SERVICE EMPL I	8	10 YRS			580- 870	6968-10442	10	386	49	08 JUL 81	
MO	LAB HELPER	4	8 YRS			662- 836	7944-10032	7	348	26	01 JUL 82	
MT	LAB AIDE I	0	HS			863-1151	10359-13816	13	288	33	01 JUL 82	
NB	LAB ASST I	2	8 YRS			652- 913	7829-10961			40	01 JUL 81	13
NV	LAB ASST I	1	HS			956-1251	11474-15017	15	253	30	01 JAN 82	
NH	LAB HELPER	1	HS			680- 739	8170- 8872	5	175	8	03 JUL 81	
NJ	LAB ASST	4				664- 896	7971-10757	8	398	34	26 JUN 82	
NM	LAB ASST 1	0	8 YRS			651-1061	7812-12732	12	447	62	03 JUL 82	
NC	LAB HELPER	7	8 YRS			600- 877	7200-10524	10	369	46	01 JAN 82	
ND	LAB HELPER I	1	10 YRS			585- 857	7020-10284	14	251	46	01 JUL 81	
OH	LAB ASST	7				890-1024	10691-12293	5	400	14	01 JUL 82	21
OK	LAB ASST	3				721- 966	8654-11597	13	245	34	01 JUL 82	30
OR	LAB ASST	1	HS			767-1013	9204-12156	8	421	32	01 JAN 82	
PA	LAB ASST	1	HS			829-1093	9956-13125	8	452	31	01 JUL 82	
RI	LAB HELPER	0	HS			884- 947	10618-11372	5	188	7	28 JUN 81	
SC	LAB AIDE I	5	10 YRS			639- 906	7677-10880			41	01 JUL 81	23
SD	LAB HELPER I	1	HS			580- 830	6968- 9963			42	22 JUN 81	24
TN	LAB AIDE	19	HS			572- 884	6867-10608	10	415	54	01 JUL 82	
TX	LAB ASST I	2	HS			834-1034	10008-12408	8	342	23	01 SEP 82	31
UT	LAB ASST 11	4	HS	1		856-1251	10273-15013	12	430	46	01 JUL 82	35
VT	LAB HELPER	1	8 YRS			625-1048	7508-12584			67	01 JUL 82	
VA	LAB AIDE A	8	8 YRS			621- 849	7460-10192	8	390	36	01 JUL 82	06
WA	LAB HELPER	2	HS			737- 944	8844-11328	6	496	28	01 OCT 81	
WV	LAB ASST I	4	HS			667-1122	8004-13464	12	496	68	01 JUL 81	
WI	LABORER	3	HS			1119-1259	13432-15113	4	560	12	01 JUL 82	
WY	LAB WORKER	2	HS			817-1268	9804-15216	10	601	55	01 JUL 82	
GU	LAB ASST	1	HS			712- 841	8548-10096	10	172	18	06 JUL 80	
PR	LAB ASST I	12	HS			409- 505	4908- 6060	6	230	23	01 JUL 80	
VI	LAB TECHNICIAN AIDE	2				584-	7003-				01 JAN 81	
				AVERAGES		732 989	8799 11880			35		

TABLE 2

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

LAB AIDE II

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	LAB AIDE II	2	HS	1		844-1164	10135-13968	14	294	37	01 OCT 82	
AZ	LAB ASST II	2		1		913-1111	10963-13334	7	395	21	01 JUN 82	
AR	LAB TECHN TRAINEE	2	HS			613- 998	7358-11986	10	514	62	01 JUL 81	
CA	LAB ASST II	15		1		1071-1246	12852-14952	5	525	16	01 JUL 81	
CO	LAB ASST IB	3		2		928-1244	11136-14928	7	632	34	01 JUL 82	20
CT	SR LAB HELPER	3		1		945-1111	11351-13340	7	331	17	01 JUL 82	29
GA	SR LAB AIDE	11		1		784-1075	9408-12906	11	349	37	01 JUL 82	
IA	LAB ASST II	7	HS			868-1151	10424-13821	7	566	32	01 JUL 82	
LA	LAB TECHNICAL ASST 2	5		1		732-1135	8784-13620	11	483	55	01 SEP 81	
ME	CHEM ASST	2	HS	1		868-1124	10421-13499	7	513	29	01 JUL 82	
MD	LAB HELPER II	1		1		695- 878	8343-10539	7	366	26	01 JUL 82	
MA	LAB ASST	17		1		835-1062	10030-12752	7	453	27	27 JUN 82	
MI	LAB TECHNICIAN I	29	HS	1		1002-1277	12027-15326	9	412	27	01 OCT 81	03
MN	LAB ATTENDANT II	4				1077-1277	12925-15326	8	343	18	01 JUL 82	
MO	LAB ASST	2		2		716- 906	8592-10872	7	380	26	01 JUL 82	
NB	LAB ASST II	1	HS	2		701- 981	8416-11782			39	01 JUL 81	13
NV	LAB ASST II	5	HS	1		1030-1356	12371-16275	15	278	31	01 JAN 82	
NH	LAB ASST I	2	HS	2		804- 932	9652-11193	5	385	15	03 JUL 81	
NJ	LAB SERV WORKER	14		1		697- 941	8369-11298	8	418	34	26 JUN 82	05
NM	LAB ASST 2	2	8 YRS	1		684-1114	8208-13368	12	469	62	03 JUL 82	
NC	MED LAB ASST	3	HS			707-1045	8484-12540	10	450	47	01 JAN 82	
ND	LAB HELPER II		10 YRS	1/2		646- 946	7752-11352	14	276	46	01 JUL 81	
OH	LAB TECHNICIAN I	4				953-1144	11440-13728	6	457	19	01 JUL 82	21
PA	LAB TECHNICIAN 1	3	HS			885-1170	10621-14044	8	489	32	01 JUL 82	
RI	LAB AIDE II	13	HS			929-1006	11150-12074	5	231	8	28 JUN 81	
SC	LAB AIDE II	2	HS			691- 980	8303-11768			41	01 JUL 81	23
SD	LAB HELPER II	2	HS	1		636- 962	7634-11544			51	22 JUN 81	24
TX	LAB ASST II	6	HS	1		941-1171	11292-14052	8	394	24	01 SEP 82	31
UT	LAB TECHNICIAN 13	1	HS	1		960-1402	11526-16829	12	482	46	01 JUL 82	35
VT	LAB ASST	2	HS			674-1142	8091-13707			69	01 JUL 82	
VA	LAB AIDE B	11	HS			679- 928	8152-11144	8	427	36	01 JUL 82	06
WA	LAB ASST	1	HS	2		814-1042	9768-12504	6	547	28	01 OCT 81	
WV	LAB ASST II	5	2 YRS COL			700-1173	8400-14076	12	516	67	01 JUL 81	
WI	LAB HELPER	6	HS			1011-1125	12135-13507	4	457	11	01 JUL 82	
WY	LAB ASST	1	HS			858-1331	10296-15972	10	630	55	01 JUL 82	
VI	LAB TECHNICIAN ASST	1				757-	9080-				01 JAN 81	
				AVERAGES		823 1104	9885 13255			35		

TABLE 3

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

LAB TECHNICIAN I

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	LAB TECHNICIAN I	16	HS	2		933-1317	11198-15815	15	329	41	01 OCT 82	
AK	LAB ASST I	4	HS			1330-1726	15960-20712	10	528	29	03 MAR 82	02
AZ	LAB TECHNICIAN I	5	2 YRS COL			1034-1321	12413-15857	8	492	27	01 JUN 82	
AR	LAB TECHNICIAN I	10	HS	1		669-1083	8034-13000	10	551	61	01 JUL 81	
CA	SUPV LAB ASST I	7		3		1242-1469	14904-17628	5	681	18	01 JUL 81	
CO	LAB TECHNICIAN IA	3		2		1128-1512	13536-18144	7	768	34	01 JUL 82	
CT	PH LAB ASST I	11	HS	1		1005-1188	12069-14263	7	365	18	01 JUL 82	29
DE	LAB TECHNICIAN I	2	HS			699-1066	8390-12797	12	400	52	01 JUL 82	
DC	MEDICAL TECHNICIAN		HS	3		923-1620	11080-19447	10	929	75	04 OCT 81	
FL	LAB TECHNICIAN I	24	HS	1		826-1071	9918-12862			29	01 SEP 81	
GA	SR LAB TECHNICIAN	8	HS	1		933-1359	11202-16308	11	510	45	01 JUL 82	01
HI	LAB ASST III	10	HS	2		931-1323	11172-15876	10	522	42	01 JUL 81	
ID	LAB ASST TRAINEE	0				850-1139	10210-13676	7	577	33	04 JUL 82	11
IL	LAB TECHNICIAN I	8		1		1011-1227	12132-14724	7	432	21	01 JUL 82	
IN	LAB TECHNICIAN IV	10	HS	3		799-1202	9594-14430	29	172	50	01 JUL 81	19
IA	LAB TECHNICIAN I	7	HS	1		930-1235	11164-14828	7	610	32	01 JUL 82	16
KS	LAB TECHNICIAN I	7	HS			772-1028	9264-12336	13	256	33	01 JUL 82	26
KY	LAB ASST	7	HS	2		759-1216	9108-14592	3	2742	60	16 JUN 82	
LA	LAB TECHNICAL ASST 3	5		2		820-1232	9840-14784	11	494	50	01 SEP 81	
ME	LAB TECHNICIAN I	1	HT			911-1187	10941-14248	7	551	30	01 JUL 82	
MD	LAB ASST I	7	HS			774- 991	9297-11901	7	434	28	01 JUL 82	
MA	LAB TECHNICIAN	9	HS	2		807-1042	9692-12505	7	468	29	01 JUL 81	
MI	LAB TECHNICIAN II	17	HS	2		1101-1409	13217-16913	9	462	27	01 OCT 81	03
MN	MED LAB TECHNICIAN I	3	HS			1045-1273	12549-15284	8	390	21	01 JUL 82	
MS	GEN SERVICE EMPL II	1	HS			601- 901	7218-10816	10	399	49	08 JUL 81	
MO	MED LAB TECHNICIAN	4	2 YRS COL			906-1165	10872-13980	7	518	28	01 JUL 82	
MT	LAB TECHNICIAN I	2	2 YRS COL	1		1071-1423	12857-17079	13	351	32	01 JUL 82	
NB	LAB TECHNICIAN I	1	HS	3		810-1134	9726-13616			39	01 JUL 81	13
NV	LAB ASST III	2	HS	3		1157-1599	13889-19195	15	779	38	01 JAN 82	
NH	LAB ASST II	1	2 YRS COL	3		885-1046	10627-12558	5	482	18	03 JUL 81	
NJ	LAB TECHNICIAN	24	HS	3		981-1324	11778-15891	8	587	34	26 JUN 82	
NC	MED LAB TECHN I	10	HS	2		841-1243	10092-14916	10	536	47	01 JAN 82	28
ND	LAB TECHNICIAN I	3	HS			747-1094	8964-13128	14	320	46	01 JUL 81	
OH	LAB TECHNICIAN II	5				1007-1197	12085-14373	6	457	18	01 JUL 82	21
OK	LAB TECHNICIAN	4	1 YR COL			1014-1359	12177-16318	13	345	34	01 JUL 82	30
OR	LAB TECHNICIAN 1	7	BS			1012-1316	12144-15792	7	608	30	01 JAN 82	
PA	LAB TECHNICIAN 2	4	HS			1054-1313	12655-15765	7	518	24	01 JUL 82	
RI	LAB TECHNICIAN I	10	AS			1062-1175	12750-14102	5	338	10	28 JUN 81	
SC	CLIN LAB TECHNICIAN I	5	CLA			809-1147	9713-13767			41	01 JUL 81	23
SD	LAB TECHNICIAN I	2	CLA			723-1104	8678-13256			52	22 JUN 81	24
TN	LAB TECHNICIAN 1	1	HS	2		653-1003	7836-12036	10	466	53	01 JUL 82	
TX	LAB TECHNICIAN I	20	HS	3		1066-1329	12792-15948	8	450	24	01 SEP 82	
UT	LAB TECHNICIAN 15	9	HS	2		1082-1576	12987-18917	12	539	45	01 JUL 82	35
VT	CLIN LAB TECHNICIAN	2	1 YR COL			781-1341	9380-16099			71	01 JUL 82	
VA	LAB TECHNICIAN A	12	HS			742-1014	8911-12175	8	466	36	01 JUL 82	06
WA	LAB TECHNICIAN I	4	HS	4		1042-1334	12504-16008	6	700	28	01 OCT 81	
WI	LAB TECHNICIAN 1	6	HS			1072-1255	12866-15067	5	550	17	01 JUL 82	
WY	MICRO ANAL TECHNICIAN	3	HS	1		1154-1791	13848-21492	10	849	55	01 JUL 82	
GU	MED LAB TECHNICIAN I	0	HS			795- 959	9544-11512	10	219	21	06 JUL 80	
VI	LAB TECHNICIAN	1				820-	9847-				01 JAN 81	
				AVERAGES		922 1252	11072 15035			36		

TABLE 4

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

LAB TECHNICIAN II

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	LAB TECHNICIAN II	11	HS			1054-1527	12652-18332	16	378	44	01 OCT 82	
AK	LAB ASST II	8	BS	1		1487-1946	17844-23352	10	612	30	03 MAR 82	02
AZ	LAB TECHNICIAN II	12	2 YRS COL	2		1187-1516	14254-18199	8	563	27	01 JUN 82	
AR	LAB TECHNICIAN II		HS	3		754-1217	9048-14612	10	618	61	01 JUL 81	
CA	SUPV LAB ASST II			4		1407-1685	16884-20220	5	834	19	01 JUL 81	
CO	LAB TECHNICIAN IB	8		3		1244-1667	14928-20004	7	846	34	01 JUL 82	20
CT	PH LAB ASST II	11	HS	2		1070-1272	12850-15272	7	403	18	01 JUL 82	29
DE	LAB TECHNICIAN II	4	HS	2		725-1101	8705-13223	12	410	51	01 JUL 82	10
DC	MED TECHNICIAN SPEC		2 YRS COL	7		1279-2034	15351-24416	10	1007	59	04 OCT 81	
FL	LAB TECHNICIAN II	32	HS	3		917-1198	11004-14387			30	01 SEP 81	
GA	PRIN LAB TECHNICIAN	5	HS	2		1037-1534	12444-18414	11	597	47	01 JUL 82	01
HI	LAB ASST IV	1	HS	3		1005-1443	12060-17316	10	584	43	01 JUL 81	
ID	LAB ASST	2		1		937-1256	11254-15075	7	636	33	04 JUL 82	11
IL	LAB TECHNICIAN II	2		2		1084-1337	13008-16044	7	506	23	01 JUL 82	08
IN	LAB TECHNICIAN II	2	HS	5		1027-1540	12324-18486	29	220	50	01 JUL 81	
IA	LAB TECHNICIAN III	5	HS	3		1235-1628	14828-19537	7	784	31	01 JUL 82	16
KS	LAB TECHNICIAN II	1	HS	1		894-1177	10728-14124	13	283	31	01 JUL 82	26
ME	LAB TECHNICIAN II	2	HT	2		1057-1404	12688-16848	7	693	32	01 JUL 82	
MD	LAB ASST II	19	HS	2		822-1058	9864-12706	7	473	28	01 JUL 82	
MA	SUPV LAB TECHNICIAN	3	HS	3		842-1090	10110-13086	7	496	29	01 JUL 81	
MI	LAB TECHNICIAN III	10	HS	3		1228-1552	14741-18625	9	485	26	01 OCT 81	03
MN	MED LAB TECHNICIAN II	1	2 YRS COL			1155-1423	13864-17080	8	459	23	01 JUL 82	27
MS	LAB TECHNICIAN-DH	5	BS			840-1173	10088-14082	10	443	39	08 JUL 81	
MT	LAB TECHNICIAN II	1	2 YRS COL	2		1154-1532	13857-18384	13	377	32	01 JUL 82	04
NB	LAB TECHNICIAN II	3	2 YRS COL	4		936-1311	11239-15735			40	01 JUL 81	13
NJ	SR LAB TECHNICIAN	29	HS	3		1136-1533	13632-18398	8	680	34	26 JUN 82	05
NM	LAB TECHNOLOGIST 3	4	HS	3		916-1493	10992-17916	12	629	62	03 JUL 82	
NC	MED LAB TECHN II	24	BS			1001-1490	12012-17880	10	652	48	01 JAN 82	28
ND	LAB TECHNICIAN II	3	HS	2		909-1332	10908-15984	14	390	46	01 JUL 81	34
OH	LAB TECHNOLOGIST	7				1124-1379	13499-16557	7	509	22	01 JUL 82	21
OK	SR LAB TECHNICIAN	5	3 YRS COL			1326-1777	15920-21334	13	451	34	01 JUL 82	30
OR	LAB TECHNICIAN 2	3	BS	1		1106-1519	13272-18228	8	708	37	01 JAN 82	
PA	LAB TECHNICIAN 3	1	HS			1214-1566	14572-18797	7	704	28	01 JUL 82	
RI	SR LAB TECHNICIAN	6	AS	1		1149-1288	13790-15461	5	417	12	28 JUN 81	
SC	CLIN LAB TECHNICIAN II	10	MLT			947-1342	11373-16105			41	01 JUL 81	23
SD	LAB TECHNICIAN II	7	MLT			897-1326	10774-15912			47	22 JUN 81	24
TN	LAB TECHNICIAN 2	5	HS	4		848-1216	10176-14592	10	490	43	01 JUL 82	
TX	LAB TECHNICIAN II	19	HS	4		1209-1514	14508-18168	8	522	25	01 SEP 82	
UT	LAB TECHNICIAN 17	4	HS	3		1209-1762	14512-21151	12	603	45	01 JUL 82	35
VA	LAB TECHNICIAN B	46	HS	2		888-1213	10656-14556	8	557	36	01 JUL 82	06
WA	LAB TECHNICIAN II	1	HS	5		1150-1472	13800-17664	6	772	27	01 OCT 81	22
WV	LAB ASST III	2	BS			980-1617	11760-19404	12	694	64	01 JUL 81	
WI	LAB TECHNICIAN 2	15	HS	1		1111-1318	13336-15821	6	497	18	01 JUL 82	14
GU	MED LAB TECHN II	0	HS	4		876-1096	10516-13150	10	293	25	06 JUL 80	15
				AVERAGES		1053 1428	12650 17150			35		

TABLE 5

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

MICROBIOLOGIST I

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	MICRO I	12	BS			1285-1952	15422-23434	10	471	51	01 OCT 82	
AK	MICRO I	2	BS			2145-2941	25740-35292	10	1061	37	03 MAR 82	02
AR	MICRO INTERN	4	BS			849-1378	10192-16536	10	704	62	01 JUL 81	
CA	JR MICRO I	1	BS			1246-1356	14952-16272	3	660	8	01 JUL 81	
CO	MICRO A	0	BS			1277-1712	15324-20544	7	870	34	01 JUL 82	
CT	MICRO TRAINEE	0	BS			1121-1371	13458-16462	7	500	22	01 JUL 82	29
DE	MICRO I	2	BS			1096-1753	13162-21043	12	716	59	01 JUL 82	10
DC	MICRO (JR)		BS			1416-1842	17003-22106	10	567	30	04 OCT 81	
FL	MICRO I	24	BS			1077-1425	12925-17101			32	01 SEP 81	
GA	LAB SCIENTIST	18	BS			1158-1740	13902-20880	11	697	50	01 JUL 82	01
HI	MICRO II	1	BS			1128-1649	13536-19788	10	694	46	01 JUL 81	
ID	LAB SCIENTIST	0				1139-1527	13676-18333	7	776	34	04 JUL 82	11
IL	MICRO I	11	BS	1		1294-1633	15528-19596	7	678	26	01 JUL 82	08
IN	MICRO V	2	BS			1111-1674	13338-20098	29	241	50	01 JUL 81	19
IA	PH MICRO I	0	BS			1100-1745	13210-20940			58	01 JUL 82	
KS	MICRO I	5	BS			1334-1819	16008-21828	13	485	36	01 JUL 82	26
KY	MICROBIOLIGIST	15	BS			1121-1796	13452-21552	3	4050	60	16 JUN 82	
LA	LAB TECHNOLOGIST 1	30	BS			1221-1825	14652-21900	11	724	49	23 JUL 82	
ME	MICRO	4	BS			1137-1520	13645-18242	7	766	33	01 JUL 82	
MD	LAB SCIENTIST I	17	BS			1059-1386	12718-16638	7	653	30	01 JUL 82	
MA	JR BACT	15	BS			1101-1451	13220-17423	7	700	31	27 JUN 82	
MI	MICRO TRAINEE IV		BS			1367-1496	16412-17957	4	515	9	01 OCT 81	
MS	LAB TECHNOLOGIST I-DH	9	BS			1057-1582	12688-18990	10	700	49	08 JUL 81	
MO	MICRO I	2	BS			1103-1417	13236-17004	7	628	28	01 JUL 82	
MT	MICRO I		BS			1245-1650	14950-19811	13	405	32	01 JUL 82	
NB	LAB SCIENTIST I	1	BS			1163-1628	13962-19547			40	01 JUL 81	13
NH	LAB SCIENTIST I	2	BS			1001-1212	12012-14547	5	633	21	03 JUL 81	
NJ	BACT TRAINEE	0	BS			1252-1315	15029-15781	2	752	5	26 JUN 82	05
NM	LAB SCIENTIST 1	0	BS			1114-1815	13368-21780	12	764	62	03 JUL 82	
NC	PH MICRO I	12	BS	2		1188-1786	14256-21432	10	797	50	01 JAN 82	28
ND	MICRO I	2	BS			1160-1699	13920-20388	14	497	46	01 JUL 81	
OH	MICRO I	9				1197-1499	14373-17992	7	603	25	01 JUL 82	21
OK	MICRO I	3	BS			1612-2161	19350-25932	13	548	34	01 JUL 82	30
PA	MICRO I	4	BS			1431-1856	17174-22279	7	850	29	01 JUL 82	09
SC	MICRO I	4	BS			1107-1570	13293-18842			41	01 JUL 81	23
SD	MICRO I	1	BS			1061-1591	12738-19100			49	01 JUL 82	24
TX	MICRO I	15	BS			1373-1727	16476-20724	8	606	25	01 SEP 82	
UT	MICRO 19	2	BS			1334-1950	16015-23406	12	671	46	01 JUL 82	35
VT	MICRO A	8	BS			1005-1719	12064-20633			71	01 JUL 82	
VA	MICRO A	14	BS			1267-1732	15213-20791	8	796	36	01 JUL 82	32
WA	MICRO I	0	BS			1269-1625	15228-19500	6	854	28	01 OCT 81	
WV	MICRO I	9	BS			1122-1857	13464-22284	12	801	65	01 JUL 81	17
WI	MICRO I	2	BS			1365-1775	16389-21300	9	613	29	01 JUL 82	14
GU	MICRO I	2	BS			1063-1410	12760-16920	10	462	33	06 JUL 80	
PR	MED TECHNOLOGIST I	6	MT BS			685- 845	8220-10140	5	480	23	01 JUL 80	
VI	MED TECHNOLOGIST I	1	MT BS			928-	11137-				01 JAN 81	
				AVERAGES		1193 1653	14321 19846			38		

TABLE 6

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

MICROBIOLOGIST II

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	MICRO II	27	BS	2		1419-2145	17039-25743	18	512	51	01 OCT 82	
AK	MICRO II	10	BS	1		2463-3371	29556-40452	10	1210	36	03 MAR 82	02
AZ	MICRO II	6	BS	1		1566-2059	18794-24713	8	845	31	01 JUN 82	
AR	MICRO I	16	BS	1		1020-1655	12246-19864	10	846	62	01 JUL 81	
CA	JR MICRO II	1	BS	1/2		1437-1646	17244-19752	4	836	14	01 JUL 81	
CO	MICRO B	1	BS			1440-1929	17280-23148	7	978	33	01 JUL 82	
CT	MICRO	11	BS	1		1354-1636	16252-19639	7	564	20	01 JUL 82	29
DE	MICRO II	1	MS	1		1172-1920	14073-23051	12	816	63	01 JUL 82	
FL	MICRO II	24	BS	1		1211-1613	14533-19356			33	01 SEP 81	
GA	SR LAB SCIENTIST	12	BS	1		1359-2061	16308-24732	11	842	51	01 JUL 82	01
HI	MICRO III	10	BS	2		1271-1888	15252-22656	10	822	48	01 JUL 81	
ID	SR LAB SCIENTIST	3		2		1454-1948	17456-23386	7	988	33	04 JUL 82	11
IL	MICRO II	12	BS	2		1417-1805	17004-21660	7	776	27	01 JUL 82	08
IN	MICRO IV	3	BS	1		1213-1811	14560-21736	29	256	49	01 JUL 81	19
IA	PH MICRO II	9	BS	1		1386-2198	16640-26380			58	01 JUL 82	
KS	MICRO II	14	BS	3		1591-2203	19092-26436	13	612	38	01 JUL 82	26
KY	MICRO SR	6	BS	2		1363-2185	16356-26220	3	4932	60	16 JUN 82	
LA	LAB TECHNOLOGIST 2	24	BS	1		1308-1913	15696-22956	11	726	46	23 JUL 82	
ME	LAB TECH III	6	BS	5		1228-1662	14747-19947	7	866	35	01 JUL 82	
MD	LAB SCIENTIST II	14	BS	2		1222-1602	14666-19235	7	761	31	01 JUL 82	
MA	ASST BACT	8	BS	1		1224-1612	14699-19354	7	775	31	01 JUL 81	
MI	MICRO V	29	BS	1		1452-1945	17435-23344	6	1181	33	01 OCT 81	03
MN	INTER BACT	13	BS	1		1526-2004	18312-24054	9	717	31	01 JUL 82	27
MS	LAB TECHNOLOGIST II-DH	14	BS	2		1173-1757	14082-21091	10	778	49	08 JUL 81	
MO	MICRO II	13	BS	2		1300-1683	15600-20196	7	766	29	01 JUL 82	
MT	MICRO II	0	BS	1		1346-1782	16159-21391	13	436	32	01 JUL 82	
NB	LAB SCIENTIST II	5	BS	2		1344-1882	16135-22589			39	01 JUL 81	13
NV	MICRO I	0	BS	1		1471-1979	17663-23751	15	434	34	01 JAN 82	
NH	LAB SCIENTIST II	3	BS	2		1113-1347	13357-16165	5	702	21	03 JUL 81	
NJ	BACTERIOLOGIST	9	BS	1		1315-1775	15781-21303	8	788	34	26 JUN 82	05
NM	LAB SCIENTIST 2	12	BS	1		1228-2001	14736-24012	12	843	62	03 JUL 82	
NC	PH MICRO II	7	BS	2		1423-2160	17076-25920	10	982	51	01 JAN 82	28
ND	MICRO II	2	BS	3		1344-1969	16128-23628	14	576	46	01 JUL 81	
OH	MICRO II	13				1279-1648	15350-19781	7	738	28	01 JUL 82	21
OK	MICRO II	10	BS	2		1777-2382	21334-28590	13	604	34	01 JUL 82	30
OR	MICRO 2	6	BS	1		1383-1751	16596-21012	6	883	26	01 JAN 82	
PA	MICRO 2	16	BS	1		1626-2119	19521-25428	7	984	30	01 JUL 82	09
RI	PH MICRO	4	BS	1		1253-1419	15042-17035	5	498	13	28 JUN 81	12
SC	MICRO II	6	MS			1296-1836	15552-22043			41	01 JUL 81	23
SD	MICRO II	4	BS	2		1255-1910	15060-22921			52	01 JUL 82	24
TN	MICRO I	32	BS	1		1045-1464	12540-17568	10	558	40	01 JUL 82	
TX	MICRO II	11	BS	1		1564-1970	18768-23640	8	696	25	01 SEP 82	
UT	MICRO 21	6	BS	1		1484-2171	17811-26058	12	749	46	01 JUL 82	35
VT	MICRO B	2	BS	3		1277-2171	15329-26062			70	01 JUL 82	
VA	MICRO B	11	BS	3		1385-1893	16631-22718	8	869	36	01 JUL 82	06
WA	MICRO II	3	BS	1		1401-1794	16812-21528	6	943	28	01 OCT 81	
WV	MICRO II	6	BS	2	1	1227-1951	14724-23412	12	789	59	01 JUL 81	
WI	MICRO 2	14	BS	1		1470-1911	17644-22939	10	588	30	01 JUL 82	14
WY	MICRO LAB ANALYST	2	BA	1		1714-2660	20568-31920	10	1261	55	01 JUL 82	
GU	MICRO II	0	MS			1193-1605	14320-19260	10	549	34	06 JUL 80	
PR	MED TECHNOLOGIST II	6	MT BS	1		745- 985	8940-11820	5	720	32	01 JUL 80	
VI	MED TECHNOLOGIST II	6	MT BS			997-	11966-				01 JAN 81	
				AVERAGES		1356 1897	16278 22776			39		

TABLE 7

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

MICROBIOLOGIST III

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	MICRO III	23	BS	4		1566-2376	18793-28514	18	571	51	01 OCT 82	
AK	MICRO III	3	BS	3		2838-3851	34056-46212	10	1350	35	03 MAR 82	02
AZ	MICRO III	9	BS	3		1696-2228	20355-26737	8	911	31	01 JUN 82	25
AR	MICRO II	7	MS	2		1237-2062	14846-24752	10	1100	66	01 JUL 81	
CA	PH MICRO I	20	BS	1		1724-2073	20688-24876	5	1047	20	01 JUL 81	
CO	MICRO C	9	BS	2		1667-2232	20004-26784	7	1130	33	01 JUL 82	
CT	SR MICRO	14	BS	2		1646-1959	19754-23515	7	626	19	01 JUL 82	29
DE	MICRO III	3	MS	3		1400-2289	16808-27468	12	969	63	01 JUL 82	10
DC	MICRO (BRANCH SUPV)		BS	4		1893-2460	22725-29530	10	756	29	04 OCT 81	
FL	MICRO III	13	BS	2		1444-1945	17331-23344			34	01 SEP 81	
GA	LAB ASSOCIATE	14	MS	2		1534-2343	18414-28116	11	970	52	01 JUL 82	01
HI	MICRO IV	6	BS	3		1443-2165	17316-25980	10	962	50	01 JUL 81	
ID	PRIN LAB SCIENTIST	7		2	1	1604-2148	19251-25787	7	1089	33	04 JUL 82	11
IL	MICRO III	10	BS	2		1562-2007	18744-24084	7	890	28	01 JUL 82	08
IN	MICRO III	23	BS	3		1379-2034	16510-24414	29	282	47	01 JUL 81	19
IA	PH MICRO III	3	MS	2	1	1746-2794	20960-33530			59	01 JUL 82	
KS	MICRO III	4	MS	3		1888-2609	22656-31308	13	721	38	01 JUL 82	26
LA	LAB TECHNOLOGIST 3	20	BS	2		1421-2232	17052-26784	11	973	57	23 JUL 82	
ME	LAB CERT SUPV	1	BS	5	3	1600-1932	16806-23192	7	1064	37	01 JUL 82	
MD	LAB SCIENTIST III	11	BS	4		1416-1859	16995-22316	7	886	31	01 JUL 82	
MA	SR BACT	8	BS	3	1	1358-1782	16298-21392	7	849	31	01 JUL 81	
MI	MICRO VI-B	13	BS	3		1682-2251	20191-27019	6	1365	33	01 OCT 81	03
MN	SR BACT	8	BS	2		1705-2256	20462-27081	9	827	32	01 JUL 82	27
MS	LAB TECHNOLOGIST III-DH	0	BS	4		1308-1960	15704-23525	10	869	49	08 JUL 81	
MO	MICRO III	6	BS	3		1478-1921	17736-23052	7	886	29	01 JUL 82	
MT	MICRO III	3	BS	2		1456-1925	17475-23109	13	469	32	01 JUL 82	
NB	LAB SECTION SUPV	2	BS	4		1593-2175	18846-26104			39	01 JUL 81	13
NV	MICRO II	4	BS	3		1599-2159	19195-25919	15	480	35	01 JAN 82	
NH	LAB SCIENTIST III	7	BS	4		1204-1469	14449-17628	5	794	22	03 JUL 81	
NJ	SR BACT	10	BS	2		1522-2055	18269-24668	8	914	35	26 JUN 82	05
NM	LAB SCIENTIST 3	5	BS	3		1422-2317	17064-27804	12	976	62	03 JUL 82	
NC	PH MICRO III	2	MS	4	4	1704-2608	20448-31296	10	1205	53	01 JAN 82	28
ND	MICRO III	2	BS	6		1595-2278	18660-27336	14	667	46	01 JUL 81	
OH	MICRO III	5				1379-1814	16557-21778	7	870	31	01 JUL 82	21
OK	SR MICRO	11	BS	4	1	2161-2895	25932-34751	13	734	34	01 JUL 82	30
OR	MICRO 3	4	MS	3		1519-1923	18228-23076	6	969	26	01 JAN 82	
PA	MICRO 3	7	BS	2		1939-2529	23276-30357	7	1180	30	01 JUL 82	09
RI	SR PH MICRO	8	BS	2		1380-1596	16560-19159	5	649	15	28 JUN 81	12
SC	MICRO III	5	MS	1		1516-2149	18194-25788			41	01 JUL 82	23
SD	MED LAB SUPV	1	BS	6		1483-2291	17805-27502			54	01 JUL 82	
TN	MICRO II	20	BS	2		1267-1737	15204-20844	10	626	37	01 JUL 82	
TX	MICRO III	13	BS	3		1785-2246	21420-26952	8	798	25	01 SEP 82	
UT	MICRO 23	3	BS	3		1677-2448	20128-29378	12	840	45	01 JUL 82	35
VA	MICRO C	9	BS	4		1657-2262	19884-27150	8	1038	36	01 JUL 82	06
WA	MICRO III	11	BS	3		1547-1980	18564-23760	6	1039	27	01 OCT 81	
WV	MICRO III	3	MS-1 YR	4	2	1474-2372	17688-28464	12	979	60	01 JUL 81	
WI	MICRO 3	14	BS	2		1707-2227	20490-26724	10	692	30	01 JUL 82	14
WY	MICRO LAB SUPV	1	MS	2		1987-3083	23844-36996	10	1461	55	01 JUL 82	
GU	MICRO III	1	MS	1		1323-1778	15880-21340	10	607	34	06 JUL 80	
PR	MED TECHNOLOGIST III	11	MT BS	2		855-1175	10260-14100	5	960	37	01 JUL 80	
VI	MED TECHNOLOGIST III	4	MS	1		1192-	13827-				01 JAN 81	
				AVERAGES		1565 2185	18792 26225			38		

TABLE 8

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

MICROBIOLOGIST IV

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	MICRO IV	6	BS	5	1	1814-2751	21772-33016	18	661	51	01 OCT 82	
AK	MICRO IV	3	BS	5		3309-4477	39708-53724	10	1557	35	03 MAR 82	02
AR	MICRO SUPV	5	MS	3		1401-2340	16822-28080	10	1250	66	01 JUL 81	
CA	PH MICRO II	41.5	BS	3		1979-2386	23748-28632	5	1221	20	01 JUL 81	
CO	SUPERVISING MICRO	10	BS	4	1	2126-2849	25512-34188	7	1446	34	01 JUL 82	
CT	PRIN MICRO	9	MS	1		1771-2158	21257-25906	7	774	21	01 JUL 82	29
DC	MICRO(DEPUTY CHIEF)		DOC	4		2269-2950	27237-35400	10	907	29	04 OCT 81	
FL	MICRO ADMINISTRATOR	10	BS	4		1738-2368	20859-28418			36	01 SEP 81	
GA	LAB MANAGER	9	MS	4		1740-2660	20880-31920	11	1104	52	01 JUL 82	01
HI	MICRO V	5	BS	4	1	1649-2486	19788-29832	10	1116	50	01 JUL 81	
ID	LAB UNIT SUPV	1		2	1	1856-2488	22279-29858	7	1263	34	04 JUL 82	11
IL	MICRO IV	10	BS	4	2	1647-2499	19764-29988			51	01 JUL 82	08
IN	MICRO II	3	BS	5		1547-2290	18564-27482	29	318	48	01 JUL 81	19
IA	PH MICRO IV	1	MS	5	1	2037-3259	24450-39110			59	01 JUL 82	
KY	MICRO SUPV	4	BS	4		1657-2655	19884-31860	3	5988	60	16 JUN 82	
LA	LAB TECHNOLOGIST 4	19	BS	3		1538-2349	18456-28188	11	973	52	23 JUL 82	
ME	MICRO SUPERVISOR	1	MS	3	1	1651-2267	19822-27206	7	1230	37	01 JUL 82	
MD	LAB SCIENTIST IV	16	MS	3		1525-2003	18303-24039	7	956	31	01 JUL 82	
MA	CHIEF BACT	0	BS	4	2	1492-1970	17913-23640	7	954	31	01 JUL 81	
MI	LAB SCIENTIST VIII	4	DOC	1		1964-2683	23574-32197	6	1724	36	01 OCT 81	03
MN	CHIEF BACT	5	BS	5	5	1957-2603	23490-31236	9	968	32	01 JUL 82	27
MS	BRANCH DIRECTOR I	0	BS	6	1	1520-2277	18242-27331	10	1009	49	08 JUL 81	
MO	MICRO IV	5	BS	4	1	1683-2192	20196-26304	7	1018	30	01 JUL 82	
MT	MICRO IV	3	BS	3		1591-2101	19095-25222	13	510	32	01 JUL 82	
NV	MICRO III	1	BS	5	2	1816-2467	21797-29606	15	557	35	01 JAN 82	
NH	LAB SCIENTIST IV	0	BS	6		1482-1813	17784-21762	5	994	22	03 JUL 81	
NJ	PRIN BACT	1	BS	3		1762-2379	21150-28549	8	1057	34	26 JUN 82	05
NM	PRIN SCIENTIST I	6	BS	3		1646-2682	19752-32184	12	1130	62	03 JUL 82	
ND	MICRO IV	2	MS	10		1890-2769	22680-33228	14	811	46	01 JUL 81	
OH	MICRO SUPV I	10				1499-1995	17992-23941	7	991	33	01 JUL 82	21
OK	DIR, MICRO DIV	1	MS	5	1	2827-3788	33924-45461	13	961	34	01 JUL 82	30
PA	MICRO 4	2	BS	3	1	2216-2880	26602-34563	7	1326	29	01 JUL 82	09
RI	PRIN MICRO	0	BS	2	1	1596-1797	19159-21564	4	801	12	28 JUN 81	12
SC	MICRO IV	3	DOC			1705-2442	20466-29310			43	01 JUL 82	23
TN	MICRO III	17	BS	3	1	1416-1911	16992-22932	10	660	34	01 JUL 82	
TX	MICRO IV	8	BS	5		2035-2562	24420-30744	8	903	25	01 SEP 82	
UT	MICRO 25	3	BS	4		1861-2716	22342-32594	12	932	45	01 JUL 82	35
WA	MICRO IV	4	BS	4	1	1794-2296	21528-27552	6	1204	27	01 OCT 81	
WI	MICRO 4	1	BS	3	2	1855-2416	22264-28994	10	747	30	01 JUL 82	14
WY	MED LAB CONSULTANT	1	BS	5	2	2088-3239	25056-38868	10	1534	55	01 JUL 82	
PR	MED TECHNOLOGIST IV	13	MT BS			1005-1405	12060-16860	5	1200	40	01 JUL 80	
VI	MED TECHNOLOGIST IV	1				1239-	14872-				01 JAN 81	
				AVERAGES		1790 2502	21487 30036			38		

TABLE 9

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

MICROBIOLOGIST V

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	SALARY ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	MICRO V	3	MS-1 YR	7	2	2001-3039	24012-36479	18	733	51	01 OCT 82	
AZ	LAB MANAGER	1	MS	4		1982-2694	23788-32328	8	1220	35	01 JUN 82	
CA	PH MICRO III	10	BS	5		2173-2621	26076-31452	5	1344	20	01 JUL 81	
CO	CHIEF MICRO	1	BS	5	2	2049-3227	24588-38724	7	2356	57	01 JUL 82	
CT	SUPERVISING MICRO	7	MS	2	2	1947-2366	23369-28392	7	837	21	01 JUL 82	29
DC	MICRO (DIV CHIEF)		DOC	5		2698-3508	32384-42104	10	1080	30	04 OCT 81	
FL	LAB MANAGER, HEALTH	2	BS	4		1851-2531	22217-30381			36	01 SEP 81	
GA	LAB CLIN PROG DIR	2	MS	5		1891-2900	22692-34806	11	1211	53	01 JUL 82	01
HI	MICRO VI	1	BS	4	1	1806-2727	21672-32724	10	1228	50	01 JUL 81	
IL	MICRO V	3	BS	5	3	1858-2822	22296-33864			51	01 JUL 82	08
IN	MICRO SUPV IV	3	BS	7	3	1737-2589	20852-31070	29	364	49	01 JUL 81	19
IA	PH & MED MICRO	1	DOC	5	2	2376-3766	28520-45200			58	01 JUL 82	
KY	LAB MANAGER	1	BS	5		1827-2927	21924-35124	3	6600	60	16 JUN 82	
LA	LAB TECHNOLOGIST 5	10	BS	4	1	1653-2459	19836-29508	11	967	48	23 JUL 82	
MD	LAB SCIENTIST V	4	DOC	2		1769-2324	21237-27894	7	1109	31	01 JUL 82	
MA	CHIEF OF LAB	7	BS	5	2	1712-2250	20544-27007	7	1077	31	01 JUL 81	
MI	LAB SCIENTIST X	6	DOC	3	1	2274-3212	27290-38544	6	2250	41	01 OCT 81	03
NH	LAB SCIENTIST V	1	MS	5	2	1631-1998	19578-23985	5	1101	22	03 JUL 81	
NJ	CHIEF BACT	1	MS	5	2	2362-3188	28345-38265	8	1417	34	26 JUN 82	05
NM	PRIN SCIENTIST 2	4	MS	3		1729-2816	20748-33792	12	1185	62	03 JUL 82	
OH	MICRO SUPV II	1				1814-2534	21778-30410	8	1233	39	01 JUL 82	21
RI	SUPERVISING MICRO	5	MS	2	2	1931-2184	23173-26219	4	1015	13	28 JUN 81	12
TN	MICRO IV	6	BS	4	2	1514-2036	18168-24432	10	696	34	01 JUL 82	
TX	MICRO V	12	BS	7		2400-3019	28800-36228	8	1061	25	01 SEP 82	31
UT	DIR BUR OF MICRO 30	1	DOC	4	1	2413-3525	28961-42303	12	1212	46	01 JUL 82	35
WA	MICRO V	2	BS	5	2	2080-2663	24960-31956	6	1399	28	01 OCT 81	
PR	MED TECHNOLOGIST V	2	MT BS			1055-1455	12660-17460	5	1200	38	01 JUL 80	07
				AVERAGES		1945 2717	23350 32616			39		

TABLE 10

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

CHEMIST I

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AZ	CHEM I	1	BS			1354-1735	16251-20828	8	653	28	01 JUN 82	
AR	CHEM INTERN		BS			849-1378	10192-16536	10	704	62	01 JUL 81	
CA	JR CHEM	0	BS			1356-1542	16272-18504	4	744	13	01 JUL 81	
CO	CHEM A	8	BS			1552-2081	18624-24972	7	1058	34	01 JUL 82	
CT	CHEM TRAINEE	3	BS			1121-1371	13458-16462	7	500	22	01 JUL 82	29
DE	CHEM I	2	BS			1025-1599	12307-19197	12	626	55	01 JUL 82	
DC	CHEM (JR)		BS			1279-1663	15351-19959	10	512	30	04 OCT 81	
FL	CHEM I	9	BS,			1139-1513	13677-18166			32	01 SEP 81	
GA	LAB SCIENTIST		BS			1158-1740	13902-20880	11	697	50	01 JUL 82	01
ID	LAB SCIENTIST	0				1139-1527	13676-18333	7	776	34	04 JUL 82	11
IL	CHEM I	6	BS	1		1189-1769	14268-21228			48	01 JUL 82	08
IN	CHEM V	1	BS			1111-1674	13338-20098	29	241	50	01 JUL 81	19
IA	CHEM I	9	BS			1100-1745	13210-20940			58	01 JUL 82	
KS	CHEM I	7	BS			1334-1819	16008-21828	13	485	36	01 JUL 82	26
KY	CHEMIST	0	BS			1121-1796	13452-21552	3	4050	60	16 JUN 82	
LA	LAB TECHNOLOGIST I	1	BS			1221-1825	14652-21900	11	724	49	23 JUL 82	
ME	CHEM I	3	BS			1182-1587	14186-19053	7	811	34	01 JUL 82	
MD	LAB SCI I (CHEM)		BS			1059-1386	12718-16638	7	653	30	01 JUL 82	
MA	JR CHEM	5	BS			1101-1451	13220-17423	7	700	31	27 JUN 82	
MI	CHEM TRAINEE IV		BS			1367-1496	16412-17957	4	515	9	01 OCT 81	
MO	CHEM I	2	BS			1103-1417	13236-17004	7	628	28	01 JUL 82	
MT	CHEM I	0	BS			1245-1650	14950-19811	13	405	32	01 JUL 82	
NB	CHEM I	0	BS			1163-1628	13962-19547			40	01 JUL 81	13
NJ	CHEM TRAINEE	0	BS			1252-1315	15029-15781	2	752	5	26 JUN 82	05
NM	LAB SCIENTIST 1	0	BS			1114-1815	13368-21780	12	764	62	03 JUL 82	
NC	CHEM ANALYST I	7	BS			1091-1629	13092-19548	10	717	49	01 JAN 82	
ND	CHEM I	1	BS			1160-1699	13920-20388	14	497	46	01 JUL 81	
OH	CHEM I	10				1197-1499	14373-17992	7	603	25	01 JUL 82	21
PA	CHEM 1	1	BS			1431-1856	17174-22279	7	850	29	01 JUL 82	
RI	CHEM	6	BS			1293-1477	15517-17732	5	553	14	28 JUN 81	12
SC	CHEM I	1	BS			1198-1698	14379-20381			41	01 JUL 82	23
SD	CHEM I	3	BS			1061-1591	12738-19100			49	01 JUL 82	24
TN	CHEM I	4	BS			1045-1464	12540-17568	10	558	40	01 JUL 82	
TX	CHEM I	8	BS			1373-1727	16476-20724	8	606	25	01 SEP 82	
UT	CHEM 19	5	BS			1586-1950	19043-23406	7	727	22	01 JUL 82	35
VT	CHEM	3	BS	1		1005-1719	12064-20633			71	01 JUL 82	
VA	ANALYTICAL CHEM A	45	BS			1385-1893	16631-22718	8	869	36	01 JUL 82	32
WA	CHEM I	0	BS			1334-1707	16008-20484	6	895	27	01 OCT 81	
WV	CHEM I	3	BS			1122-1857	13464-22284	12	801	65	01 JUL 81	
WI	CHEM 1	6	BS			1365-1775	16389-21300	9	613	29	01 JUL 82	14
GU	CHEM I	0	BS			1063-1410	12760-16920	10	462	33	06 JUL 80	
PR	CHEM I	5	BS			685- 885	8220-10620	5	600	29	01 JUL 80	
				AVERAGES		1191 1627	14297 19534			37		

TABLE 11

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

CHEMIST II

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AZ	CHEM II	4	BS	2		1566-2059	18794-24713	8	845	31	01 JUN 82	
AR	CHEM I	4	BS	1		1263-1655	15158-19864	6	941	31	01 JUL 81	
CA	PH CHEM I	45	BS	1		1724-2073	20688-24876	5	1047	20	01 JUL 81	
CO	CHEM B	4	BS			1667-2232	20004-26784	7	1130	33	01 JUL 82	
CT	CHEM	18	BS	1		1354-1636	16252-19639	7	564	20	01 JUL 82	29
DE	CHEM II	2	MS	2		1172-1920	14073-23051	12	816	63	01 JUL 82	
DC	CHEM		BS	4		1565-2034	18782-24416	10	626	29	04 OCT 81	
FL	CHEM II	8	BS	2		1278-1710	15347-20525			33	01 SEP 81	
GA	SR LAB SCIENTIST		MS	1		1359-2061	16308-24732	11	842	51	01 JUL 82	01
HI	CHEM III	7	BS	2		1271-1887	15252-22654	10	822	48	01 JUL 81	
ID	SR LAB SCIENTIST	1		2		1454-1948	17456-23386	7	988	33	04 JUL 82	11
IL	CHEM II	4	BS	2		1318-1970	15816-23640			49	01 JUL 82	08
IN	CHEM IV	6	BS	1		1213-1811	14560-21736	29	256	49	01 JUL 81	19
IA	CHEM II	3	BS	1		1497-2374	17970-28490			58	01 JUL 82	
KS	CHEM II	11	BS	3		1591-2203	19092-26436	13	612	38	01 JUL 82	26
KY	CHEM SR	7	BS	1		1236-1979	14832-23748	3	4458	60	16 JUN 82	
LA	LAB TECHNOLOGIST 2	8	BS	1		1308-1913	15696-22956	11	726	46	23 JUL 82	
ME	CHEM II	5	BS	2		1400-1917	16806-23005	7	1033	36	01 JUL 82	
MD	LAB SCI II (CHEM)	11	BS	2		1315-1726	15786-20719	7	822	31	01 JUL 82	
MA	ASST CHEM	9	BS	1		1224-1612	14699-19354	7	775	31	01 JUL 81	
MI	CHEM V	4	BS	1		1452-1945	17435-23344	6	1181	33	01 OCT 81	03
MO	CHEM II	3	BS	2		1300-1683	15600-20196	7	766	29	01 JUL 82	
MT	CHEM II	0	BS	1		1346-1782	16159-21391	13	436	32	01 JUL 82	
NB	CHEM II	3	BS	2		1344-1882	16135-22589			39	01 JUL 81	13
NV	CHEM I	0	BS	1		1471-1979	17663-23751	15	434	34	01 JAN 82	
NJ	CHEM	16	BS	1		1315-1775	15781-21303	8	788	34	26 JUN 82	05
NM	LAB SCIENTIST 2	15	BS	1		1228-2001	14736-24012	12	843	62	03 JUL 82	
NC	CHEM ANALYST II	3	BS	2		1188-1786	14256-21432	10	797	50	01 JAN 82	
ND	CHEM II	1	BS	1		1344-1969	16128-23628	14	576	46	01 JUL 81	
OH	CHEM II	11				1279-1648	15350-19781	7	738	28	01 JUL 82	21
PA	CHEM 2	11	BS	1		1626-2119	19521-25428	7	984	30	01 JUL 82	
SC	CHEM II	4	MS			1401-1986	16821-23841			41	01 JUL 82	23
SD	CHEM II	5	BS	2		1255-1910	15060-22921			52	01 JUL 82	24
TN	CHEM II	12	BS	2		1267-1737	15204-20844	10	626	37	01 JUL 82	
TX	CHEM II	7	BS	1		1564-1970	18768-23640	8	696	25	01 SEP 82	
UT	CHEM 21	5	BS	1		1647-2171	19773-26058	9	785	31	01 JUL 82	35
VT	CHEM-TOXICOLOGIST	3	BS	3		1277-2171	15329-26062			70	01 JUL 82	
VA	ANALYTICAL CHEM B	37	BS	3		1515-2069	18183-24837	8	950	36	01 JUL 82	32
WA	CHEM II	4	BS	2		1625-2080	19500-24960	6	1092	27	01 OCT 81	
WV	CHEM II	0	BS	1		1227-1951	14724-23412	12	789	59	01 JUL 81	
WI	CHEM 2	15	BS	1		1470-1911	17644-22939	10	588	30	01 JUL 82	14
WY	CHEM ANALYST	2	BA	1		1714-2660	20568-31920	10	1261	55	01 JUL 82	
GU	CHEM II	1	MS	1		1193-1605	14320-19260	10	549	34	06 JUL 80	
PR	CHEM II	3	BS			760- 960	9120-11520	5	600	26	01 JUL 80	
				AVERAGES		1376 1919	16526 23040			39		

TABLE 12

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

CHEMIST III

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AZ	CHEM III	6	BS	4		1696-2228	20355-26737	8	911	31	01 JUN 82	
AR	CHEM II	3	BS	3		1531-2062	18382-24752	6	1274	34	01 JUL 81	
CA	PH CHEM II	64	BS	3		1979-2386	23748-28632	5	1221	20	01 JUL 81	
CO	CHEM C	4	BS			1837-2461	22044-29532	7	1248	33	01 JUL 82	
CT	SR ENVIRON CHEM	11	BS	2		1646-1959	19754-23515	7	626	19	01 JUL 82	29
DC	CHEM (SR)		MS	5		2269-2950	27237-35400	10	907	29	04 OCT 81	
FL	CHEM III	7	BS	3		1533-2072	18396-24868			35	01 SEP 81	
GA	LAB ASSOCIATE		MS	2		1534-2343	18414-28116	11	970	52	01 JUL 82	01
HI	CHEM IV	4	BS	3		1443-2165	17316-25980	10	962	50	01 JUL 81	
ID	PRIN LAB SCIENTIST	5		2	1	1604-2148	19251-25787	7	1089	33	04 JUL 82	11
IL	CHEM III	4	BS	2		1468-2204	17616-26448			50	01 JUL 82	08
IN	CHEM III	10	BS	3		1375-2034	16510-24414	29	282	47	01 JUL 81	19
IA	CHEM III	9	MS	3	1	1746-2794	20960-33530			59	01 JUL 82	
KS	CHEM III	4	BS	5	1	1888-2609	22656-31308	13	721	38	01 JUL 82	26
LA	LAB TECHNOLOGIST 3	4	BS	2		1421-2232	17052-26784	11	973	57	01 SEP 81	
ME	CHEM III	3	BS	4		1542-2112	18512-25355	7	1140	36	01 JUL 82	
MD	LAB SCI III (CHEM)	12	BS	3		1416-1859	16995-22316	7	886	31	01 JUL 82	
MA	SR CHEM	13	BS	2	1	1358-1782	16298-21392	7	849	31	01 JUL 81	
MI	CHEM VI	4	BS	3		1682-2251	20191-27019	6	1365	33	01 OCT 81	03
MO	CHEM III	1	BS	3		1478-1921	17736-23052	7	886	29	01 JUL 82	
MT	CHEM III	1	BS	2		1456-1925	17475-23109	13	469	32	01 JUL 82	
NB	CHEM SUPERVISOR	1	BS	4		1553-2175	18646-26104			39	01 JUL 81	13
NV	CHEM II	3	BS	3		1599-2159	19195-25919	15	480	35	01 JAN 82	
NJ	SR CHEM	10	BS	2		1522-2055	18269-24668	8	914	35	26 JUN 82	05
NM	LAB SCIENTIST 3	6	BS	3		1422-2317	17064-27804	12	976	62	03 JUL 82	
NC	ANALYTICAL CHEM I	6	BS	2		1490-2267	17880-27204	10	1036	52	01 JAN 82	
ND	CHEM III		MS	1		1555-2278	18660-27336	14	667	46	01 JUL 81	
OH	CHEM III	4				1379-1814	16557-21778	7	870	31	01 JUL 82	21
OK	CHEM III	1	BS	3	1	2269-3040	27228-36488	13	771	34	01 JUL 82	30
PA	CHEM 3	4	BS	2		1939-2529	23276-30357	7	1180	30	01 JUL 82	
RI	SR CHEM	3	BS	2		1427-1657	17134-19888	5	688	16	28 JUN 81	12
SC	CHEM III	2	DOC			1576-2234	18921-26819			41	01 JUL 82	23
SD	CHEM III	5	BS	6		1483-2291	17805-27502			54	01 JUL 82	
TN	CHEM III	9	BS	3	1	1416-1911	16992-22932	10	660	34	01 JUL 82	
TX	CHEM III	9	BS	3		1785-2246	21420-26952	8	790	25	01 SEP 82	
UT	CHEM 23	4	BS	2		1736-2448	20838-29378	11	854	40	01 JUL 82	35
VA	ANALYTICAL CHEM C	14	BS	4	1	1811-2474	21732-29690	8	1136	36	01 JUL 82	32
WA	CHEM III	1	BS	4		1794-2296	21528-27552	6	1204	27	01 OCT 81	
WV	CHEM III	1	BS	4		1344-2151	16128-25812	12	880	60	01 JUL 81	
WI	CHEM 3	14	BS	3		1707-2227	20490-26724	10	692	30	01 JUL 82	14
WY	CHEM ANAL SUPV	1	MS	2		1987-3083	23844-36996	10	1461	55	01 JUL 82	
GU	CHEM III	0	MS	3		1323-1778	15880-21340	10	607	34	06 JUL 80	
PR	CHEM III	8	BS			860-1100	10320-13200	5	720	28	01 JUL 80	
				AVERAGES		1601 2209	19225 26523			37		

TABLE 13

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

CHEMIST IV

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AR	CHEM SUPV	5	BS	4	1	1739-2340	20878-28080	6	1440	34	01 JUL 81	
CA	PH CHEM III	20	BS	5		2173-2628	26076-31542	5	1366	20	01 JUL 81	
CO	SUP GEN SCREEN LAB	3	BS	4	1	2294-3073	27528-36876	7	1558	33	01 JUL 82	
CT	PRIN ENVIRON CHEM	9	BS	2	1	1771-2158	21257-25906	7	774	21	01 JUL 82	29
FL	CHEM IV	2	BS	4		1738-2368	20859-28418			36	01 SEP 81	
GA	LAB MANAGER		MS	4		1740-2660	20880-31920	11	1104	52	01 JUL 82	01
HI	CHEM V	1	BS	4		1649-2486	19788-29832	10	1116	50	01 JUL 81	
ID	LAB UNIT SUPV	1		2	1	1856-2488	22279-29858	7	1263	34	04 JUL 82	11
IL	CHEM IV	3	BS	4	2	1647-2499	19764-29988			51	01 JUL 82	08
IN	CHEM II	6	BS	5		1547-2290	18564-27482	29	318	48	01 JUL 81	19
IA	CHEM IV	0	MS	5	1	2037-3259	24450-39110			59	01 JUL 82	
KY	CHEMIST CHIEF	2	BS	4		1657-2655	19884-31860	3	5988	60	16 JUN 82	
LA	LAB TECHNOLOGIST 4	4	BS	4		1538-2349	18456-28188	11	973	52	01 SEP 81	
MD	LAB SCI IV (CHEM)	10	MS	3		1769-2324	21237-27894	7	1109	31	01 JUL 82	
MA	CHIEF CHEM	0	BS	4	2	1492-1970	17913-23640	7	954	31	01 JUL 81	
MI	CHEM VIII	3	BS	5		1964-2683	23574-32197	6	1724	36	01 OCT 81	03
MO	CHEM IV	1	MA	4	1	1683-2192	20196-26304	7	1018	30	01 JUL 82	
MT	CHEM IV	3	BS	3		1591-2101	19095-25222	13	510	32	01 JUL 82	
NV	CHEM III	1	BS	5	2	1816-2467	21797-29606	15	557	35	01 JAN 82	
NJ	PRIN CHEM	4	BS	3		1762-2379	21150-28549	8	1057	34	26 JUN 82	05
NM	PRIN SCIENTIST I	0	BS	3		1646-2682	19752-32184	12	1130	62	03 JUL 82	
NC	ANALYTICAL CHEM II	2	MS	4		1704-2608	20448-31296	10	1205	53	01 JAN 82	
OH	CHEM LAB SUPV I	6				1499-1995	17992-23941	7	991	33	01 JUL 82	21
PA	CHEM 4	1	BS	3		2216-2880	26602-34563	7	1326	29	01 JUL 82	
RI	PRIN CHEM	0	MS	2	1	1596-1797	19159-21564	4	801	12	28 JUN 81	12
SC	CHEM IV	1	DOC	1		1773-2514	21285-30168			41	01 JUL 82	23
TN	CHEM IV	3	BS	5	2	1514-2036	18168-24432	10	696	34	01 JUL 82	
TX	CHEM IV	3	DOC	2		2035-2562	24420-30744	8	903	25	01 SEP 82	
UT	CHEM 25	3	BS	4		1861-2716	22342-32594	12	932	45	01 JUL 82	35
WA	CHEM IV	2	BS	5	1	2080-2663	24960-31956	6	1399	28	01 OCT 81	
WV	CHEM IV	0	BS	5	2	1544-2489	18528-29868	12	1030	61	01 JUL 81	
WI	CHEM 4	3	BS	4	2	1855-2416	22264-28994	10	747	30	01 JUL 82	14
PR	CHEM IV	5	BS			960-1360	11520-16320	5	1200	42	01 JUL 80	
				AVERAGES		1749 2426	21001 29124			38		

TABLE 14

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

CHEMIST V

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AZ	LAB MANAGER	1	MS	4		1982-2694	23788-32328	8	1220	35	01 JUN 82	
CA	RESEARCH CHEM	3	DOC	1		2879-3481	34548-41772	5	1806	20	01 JUL 81	
CO	CHIEF CHEM	1	BS	5	2	2849-3818	34188-45816	7	1938	34	01 JUL 82	
CT	SUPER ENVIRON CHEM	3	MS	2		1947-2366	23369-28392	7	837	21	01 JUL 82	29
DC	CHEMIST (DIV CHIEF)		DOC	9	1	2698-3508	32384-42104	10	1080	30	04 OCT 81	
HI	CHEM VI	1	BS	4	1	1806-2727	21672-32724	10	1228	50	01 JUL 81	
IN	CHEM SUPV IV	2	BS	7	3	1737-2589	20852-31070	29	364	49	01 JUL 81	19
KY	LAB MANAGER	0	BS	5		1827-2927	21924-35124	3	6600	60	16 JUN 82	
LA	LAB TECHNOLOGIST 5	1	BS	5		1653-2459	19836-29508	11	967	48	01 SEP 81	
MA	CHIEF OF LAB	0	BS	5	2	1712-2250	20544-27008	7	1077	31	01 JUL 81	
MI	LAB SCIENTIST X	1	DOC	3	1	2274-3212	27290-38544	6	2250	41	01 OCT 81	03
NJ	CHIEF CHEM	1	MS	5	5	2362-3188	28345-38265	8	1417	34	26 JUN 82	05
NM	PRIN SCIENTIST 2	4	MS	3		1729-2816	20748-33792	12	1185	62	03 JUL 82	
NC	ENV SCI LAB SUPV	1	MS	5	3	1874-2872	22488-34464	10	1330	53	01 JAN 82	
OH	CHEM LAB SUPV II	1				1814-2534	21778-30410	8	1233	39	01 JUL 82	21
RI	SUPERVISING CHEM	7	MS	2	2	1931-2184	23173-26219	4	1015	13	28 JUN 81	12
TX	CHEM V	8	BS	7		2400-3019	28800-36228	8	1061	25	01 SEP 82	31
UT	DIR BUR ENV CHEM 30	1	DOC	4	1	2413-3525	28961-42303	12	1212	46	01 JUL 82	35
PR	CHEM V	1	BS			1060-1460	12720-17520	4	1600	38	01 JUL 80	
				AVERAGES		2049 2822	24600 33873			38		

TABLE 15

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

ASST LAB DIRECTOR

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	ASSISTANT DIR	1	DOC	3		2318-3530	27821-42366	18	855	52	01 OCT 82	
AR	ASST DIR, PH LABS	1	BA	4	2	1590-2623	19084-31486	10	1378	64	01 JUL 81	
CA	ASST LAB CHF, PH LAB	3	BS	5		2879-3481	34548-41772	5	1806	20	01 JUL 81	
CT	ASST DIR, HLTH LABS	2	DOC	4	2	2792-3427	33504-41126			22	01 JUL 82	29
DC	DEPUTY DIR		DOC	5	5	2698-4145	32384-49741	10	1928	53	04 OCT 81	
FL	ASST LAB SERVS ADM	1	DOC	1		1974-2709	23699-32510			37	01 SEP 81	
GA	LAB SECT ASST DIR	1	MS	5		2243-3449	26922-41388	11	1446	53	01 JUL 82	01
IA	ASST DIR	2	PHD	1	1	2566-4068	30800-48820			58	01 JUL 82	
KS	DEP DIR LABS & RES	1	DOC	3	1	2486-3460	29832-41520	13	974	39	01 JUL 82	26
LA	LAB TECHNOLOGIST 6	2	BS	4	2	1826-2617	21912-31404	11	949	43	23 JUL 82	
ME	ASST DIR	1	DOC	3	3	1847-2575	22173-30909	7	1456	39	01 JUL 82	
MD	DEP DIR PHYSICIAN F		DOC			4002-4910	48031-58925	7	1815	22	01 JUL 82	
MA	PROGRAM MGR VII	4	DOC			2489-3355	29879-40268	7	1731	34	27 JUN 82	
MI	DEPUTY CHF,DIV LABS		DOC	7	3	3282-4365	39384-52388	6	2600	33	01 OCT 81	03
MN	HEALTH, ASST DIV DIR	1	DOC	5	5	2597-3506	31174-42073	5	2724	34	01 JUL 82	
MS	DIR, CLINICAL LABS	1	DOC	4		1679-2346	20155-28163	10	889	39	08 JUL 81	
MO	ASST LAB DIR (HLTH)	1	MS	5	2	1836-2396	22032-28752	7	1120	30	01 JUL 82	
NH	LAB BUREAU CHIEF	2	DOC	5		2101-3423	25212-41076	12	1442	62	03 JUL 82	
NC	PH LAB ASST DIR	1	MS	5	5	2061-3159	24732-37908	10	1464	53	01 JAN 82	
ND	ASST DIR, CHEM IV	1	MS	5		1890-2769	22680-33228	14	811	46	01 JUL 81	
OH	PH LAB ADMIN I	0				1995-2790	23941-33488	8	1363	39	01 JUL 82	21
OR	ASST LAB MGR	1	PHD			1877-2398	22524-28776	6	1250	27	01 JAN 82	
PA	PH LAB DIR 1	0	DOC	3		2422-3137	29066-37653	7	1431	29	01 JUL 82	
RI	CHF PHL (CHEM-MICRO)	2	DOC	2	2	2319-2628	27829-31540	4	1237	13	28 JUN 81	12
SC	ASST CHF,BUR LABS	1	DOC	2		1844-2614	22137-31376			41	01 JUL 81	23
TN	CHIEF CEN MICRO LABS	1	MS	5	1	1675-2521	20100-30252	10	1128	50	01 JUL 82	
TX	ASST DIR	1	DOC	4		3258-	39100-				01 SEP 82	
VT	ASST DIR MIC/CHEM	2	MS	5		1414-2471	16972-29660			74	01 JUL 82	
VA	ASST LAB DIR	3	BS	6	2	1980-2704	23761-32455	8	1242	36	01 JUL 82	32
WV	ASSOC DIR ST HYG LAB	1	MS	5	2	1544-2489	18528-29868	12	1030	61	01 JUL 81	
WI	ASST LAB DIR	0	DOC	5	5							18
GU	MED TECHNOLOGY SUPV	2	BS	11	3	1410-1908	16920-22900	10	664	35	06 JUL 80	
				AVERAGES		2222 3065	26672 36793			41		

TABLE 16

POSITION CLASSIFICATION AND PAY IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

LAB DIRECTOR

STATE	STATE TITLE	NO. EMPL	EDUCATION REQUIRED	EXPERIENCE REQUIRED TOT	EXPERIENCE REQUIRED SUPV	SALARY MONTHLY	RANGE ANNUAL	NO. OF STEPS	AVE STEP INCR	PCT SPRD	EFFECTIVE DATE OF PAY PLAN	FOOT NOTE
AL	DIRECTOR		DOC	3		3039-4636	36479-55642	18	1127	52	01 OCT 82	
AK	CHIEF, SEC OF LABS		DOC	5	2	4038-5509	48456-66108	10	1961	36	03 MAR 82	
AZ	CHIEF, BUR OF LAB SERVS			3	3	2862-3886	34352-46637	8	1755	35	01 JUN 82	
AR	PH LAB ADMIN		DOC	5	2	1694-2769	20332-33228	10	1432	63	01 JUL 81	
CA	CHIEF, LAB SERV BR		DOC	5	5	3739-4524	44868-54288	5	2355	20	01 JUL 81	
CO	PH LAB DIRECTOR		DOC	4		2991-4009	35892-48108	7	2036	34	01 JUL 82	
CT	DIR, HLTH LAB DIV		DOC	4	2	3397-4169	40764-50037			22	01 JUL 82	29
DE	LAB DIRECTOR		MPH DOC	2		2669-4473	32029-53676	12	1967	67	01 JUL 82	
DC	LAB DIRECTOR		DOC	10	10	3751-4384	45016-52618	10	0844	16	04 OCT 81	
FL	LAB SERVICES ADM		DOC	3		1750-3500	21000-42000			100	01 SEP 81	
GA	LAB SECTION DIR		MD			3449-5187	41388-62250	11	2086	50	01 JUL 82	01
HI	MICRO VII		BS	6	2	2165-3291	25980-39492	10	1501	52	01 JUL 81	
ID	BUREAU CHIEF, LABS					2744-3678	32928-44140	7	1868	34	04 JUL 82	11
IL	CHIEF PH MICRO I		DOC	3	3	2762-4266	33144-51192			54	01 JUL 82	08
IN	DIR, BUR OF LABS		MS	5	5	2799-4342	33592-52104	29	661	55	01 JUL 81	19
IA	DIRECTOR		DOC			3232-	38790-				01 JUL 82	
KS	DIR, OFC LABS & RES		DOC	5	3	3025-4263	36300-51156	13	1238	40	01 JUL 82	26
KY	PHYSICIAN DIRECTOR		MD	5		3327-5315	39924-63780	3	1928	59	16 JUN 82	
LA	HEALTH LAB DIR		DOC	2	2	2991-4277	35892-51324	11	1543	42	01 SEP 81	
ME	LAB DIRECTOR		DOC	3	3	2002-2794	24024-33530	7	1584	39	01 JUL 82	
MD	DIR, LAB SCI VII		MD	4	4	3683-	44200-				01 JUL 82	
MA	PROGRAM MGR VIII	3	DOC			2689-3617	32269-43406	7	1856	34	27 JUN 82	
MI	PH LAB DIR		DOC	5	5	3528-4725	42345-56710	6	2873	33	01 OCT 81	03
MN	LAB DIR PUB HEALTH		DOC	5	5	3085-4165	37020-49987	5	3241	35	01 JUL 82	
MS	DIV DIRECTOR PH LAB		MS	5	3	2040-3055	24482-36670	10	1354	49	08 JUL 81	
MO	PH LAB DIR		DOC	4	2	2192-2874	26304-34488	7	1364	31	01 JUL 82	
MT	BUR CHF, MICRO,CHEM LAB	2	MA	4		2061-2715	24733-32585	13	0654	31	01 JUL 82	
NB	DIRECTOR		MS	6	2	2075-2905	24900-34860			39	01 JUL 81	13
NH	DIRECTOR		DOC	10	5	1834-2266	22015-27202	5	1296	23	03 JUL 81	
NJ	DIRECTOR OF LABS		MS	6	6	3014-4069	36177-48833	8	1808	34	26 JUN 82	
NM	DIR, SCIEN LAB DIV		MPH DOC	10		2629-3594	31548-43128	12	1052	36	03 JUL 82	33
NC	PH LAB DIR		PHD	4	4	2608-4012	31296-48144	10	1872	53	01 JAN 82	
ND	DIR OF PH LAB		MPH	15		2298-3366	27576-40392	14	985	46	01 JUL 81	
OH	PH LAB ADMIN II		DOC			2194-3073	26333-36878	8	1506	40	01 JUL 82	21
OK	CHIEF, PH LAB SVC		DOC	5	2	3116-4176	37401-50120	13	1059	34	01 JUL 82	30
OR	LAB MANAGER		PHD	6	3	2580-3218	30960-38616	6	1531	24	01 JAN 82	
PA	PH LAB DIR 2		DOC	5	3	2880-3714	34563-44577	7	1669	28	01 JUL 82	
RI	ASSO DIR HLTH (LABS)		DOC	3	3	2669-3097	32028-37174	4	1715	16	28 JUN 81	
SC	CHIEF, BUR LABS		MD	6		3886-5508	46639-66104			41	01 JUL 81	23
SD	HLTH SERV ADMIN II		MS	4	4	1907-3010	22889-36130			57	22 JUN 81	24
TN	DIR MICRO LABS		DOC	4	1	2002-3033	24024-36396	10	1374-	51	01 JUL 82	
TX	BUREAU CHIEF		DOC	5	2	3608-	43300-				01 SEP 82	
UT	DIR, ST HLTH LAB 34		DOC	5	2	3005-4388	36060-52659	12	1509	46	01 JUL 82	35
VT	DIR OF PH LABS		DOC	5	2	1988-3518	23857-42224			76	01 JUL 82	
VA	LAB (BUREAU) DIR	4	BS	6	6	2366-3231	28397-38781	8	1483	36	01 JUL 82	06
WA	HEALTH LABS CHIEF		PHD	5	2	2798-3581	33576-42972	6	1879	27	01 OCT 81	
WV	DIR, ST HYG LAB		MPH	6	4	2259-3863	27108-46356	12	1749	71	01 JUL 81	
WI	LAB DIRECTOR		DOC	10	10	3483-	41800-				01 JUL 80	
WY	LAB MANAGER		DOC	5	2	2741-4254	32892-51048	10	2017	55	01 JUL 82	
GU	PH LAB DIR		MPH	8	2	1605-2168	19260-26020	10	751	35	06 JUL 80	
PR	MED DIRECTOR		MD			1580-1980	18960-23760	4	1600	25	01 JUL 80	
VI	COORDINATOR LAB SERV		MS	10	5	1797-	21569-				01 JUL 78	
				AVERAGES		2704 3754	32454 45053			39		

Footnote Number	State	Footnotes for Tables 1 through 16
01	Ga.	Education and experience listed are State Merit System minimum qualifications for the class; however, since the State laboratory is a licensed clinical laboratory the technical scientific staff must also meet the personnel requirements of the State Clinical Laboratory Licensure Law for either technician, technologist, supervisor, or director. These Licensure Law requirements are different from merit system requirements, and include passing an approved examination.
02	Alaska	Salary schedules vary in Alaska according to locality. The salary ranges for Juneau and Anchorage are used in the Tables. Salaries for the Fairbanks area begin four steps higher on the salary schedule.
03	Mich.	Longevity compensation payments are added to all classes of positions following completion of six years continuous full-time classified service. Additional positions include: Micro. VII, $21,590-29,441; Lab Scientist XI, $30,694-42,345; and Lab Scientist XII, $34,139-45,769.
04	Mont.	Position of Lab Technician III (1 empl.), requiring 2 years college and 3 years experience, has salary range of $14,950-19,811 (same as Micro. I and Chemist I).
05	N.J.	Additional positions: Senior Laboratory Assistant, $9,228-12,463; Senior Laboratory Service Worker, $9,690-13,088; Principal Laboratory Service Worker, $11,218-15,137; Supervising Laboratory Service Worker, $14,313-19,324; Supervisor of Central Services, Laboratories, $20,142-27,195. Principal Laboratory Technician, HS plus five years experience, $15,781-21,303; Supervising Laboratory Technician, HS plus eight years (one as supervisor), $19,183-25,898. Virologist and

Footnote Number	State	Footnotes for Tables 1 through 16
		Serologist series at same pay ranges as Bacteriologist and Chemist series; Research Scientist, $28,345-38,265; Med. Technologist, Sr. Med. Tech., and Principal Med. Tech. corresponding to Bact. pay ranges; Supervising Med Tech., $24,484-33,057; Clin. Lab. Evaluator I, $22,207-29,984; Clin. Lab. Eval. II, $19,183-25,898; Supervising Clin. Lab. Eval., $24,484-33,057; and Director, Clin. Lab. Improvement Programs, $34,454-46,517.
06	Va.	On March 2, 1981, the Commonwealth of Virginia implemented the Qualifications Standards Policy. This policy requires that qualifications for recruiting and selection purposes are to be job related and that quality of experience, as well as length of experience, be key factors. Specific years of experience for advertising or selection were discontinued. Educational requirements are not absolute, but should be viewed in combination with an applicant's experience and training. Certain occupational certification or licenses may be required for some selected occupations.
07	P.R.	Position of Med. Technologist VI pays $13,260-18,060.
08	Ill.	Employees in positions which do not show steps receive a variable percentage increase in pay under the merit compensation system. A position of Life Science Career Trainee generally precedes by one year the Micro. I and Chem. I positions. It requires a BS, no experience, and pays $14,868-18,672. There are currently 2 Trainees. Other Div. of Lab. positions include: Lab Technician III, (1 empl.), $14,028-17,496 Micro. VI (0 empl.), $25,212-38,556: P.H. Lab. Evaluator (6 empl.) $20,808-27,060; Biochem. II (1 empl.), $26,052-34,332; Asst. Chief Toxicologist (1 empl.), $23,664-36,000;

Footnote Number	State	Footnotes for Tables 1 through 16
		Chief Toxicologist I (1 empl.), $28,848-44,400.
09	Pa.	Other positions include Medical Technologist 2 (1 empl.), $16,489-21,379; Medical Research Scientist 1 (1 empl.), $25,428-33,193; and Medical Research Scientist 2 (1 empl.), $30,357-39,257.
10	Del.	Position of Laboratory Technician III (3 empl.) requires HS and four years experience. Salary range is $9,309-14,383. Medical Technologist II position (3 empl.) requires MT(ASCP) and has range of $12,307-19,197. Position of Virologist (1 empl.) requires doctorate degree and four years experience with pay range of $24,946-40,688.
11	Ida.	Longevity increases are given every 5 years for a total of 4 such increases. Other positions include: Lab. Assistant, Senior , $13,676-18,333; Medical Technologist, $13,676-18,333; Med. Tech., Sr., $17,456-23,386; Med. Tech., Prin., $19,251-25,787; Clin. Lab. Surveyor, $18,333-24,555; Lab Impr. Sect. Supv., $22,279-29,858; Pesticide Research Analyst, $20,212-27,081; Pest. Lab. Supv., $22,279-29,858; Criminalist, $17,456-23,386; Crim., Sr., $19,251-25,787; Crim. Lab. Unit Supv., $22,279-29,858; and Genetic Lab. Supv., $22,279-29,858.
12	RI.	Other positions are: Food Scientist (1), $15,517-17,732; Sr. Food Scientist (1), $17,134-19,888; Superv. Central Services, $16,031-18,462. Toxicologist series as follows: Toxicologist (8 empl.) requires BS plus one year experience, pays $15,517-17,732; Senior Toxicologist (2 empl.) requires BS plus one year supervisory experience, pays

Footnote Number	State	Footnotes for Tables 1 through 16
		$17,134-19,888; Supervising Toxicologist (3 empl.) requires DOC, pays $23,173-26,219; Chief, PH Labs (Toxicology) (1 empl.) requires DOC plus 2 years supervisory experience, pays $27,829-31,540.
13	Nebr.	By direction of the State Legislature (1976), there are no incremental steps in the pay plan, except from the hiring (probationary) rate to the first permanent rate. Raises are specified each year by the Legislature.
14	Wisc.	Other positions include: Lab. Technician 3 (12 empl., HS, 2 yrs exper.), $14,695-17,809; Lab. Tech. 4 (2 empl., HS, 4 yrs. exp., including 2 supervisory), $16,255-20,234; Lab Tech. 4 Superv. (1 empl, HS, 5 yrs. exp. including 3 supervisory), $15,445-19,769; and Lab. Tech. 5 Supv. (1 empl., HS, 6 yrs. exp. including 5 supervisory), $16,393-21,653. Position of Cytotechnologist requires 2 years college and 12 months of training in an accredited school of cytotechnology: Cytotech. 2 (8 empl., requires 1 yr. exper.), $15,428-18,990; and Cytotech. 3 (2 empl., requires 3 yrs. exper.), $16,255-20,231. The Med. Technologist 2 position (3 empl., BS, 1 yr. exper.) has pay range of $17,644-22,939; and Med. Technologist 3 (2 empl., BS, 4 yrs. exper.) pay range of $19,040-24,780. Supervisory positions include: Micro. Superv. 1 (2 empl., BS, 4 yrs. exper.), $20,650-28,702; Micro. Superv. 2 (10 empl., BS, 6 yrs. exper.), $22,400-31,132; Micro. Superv. 3 (2 empl., MS, 8 yrs. exper.), $24,417-33,936; Chem. Superv. 1 (1 empl., BS, 4 yrs. exper.), $20,650-28,702; Chem. Superv. 2 (3 empl., BS, 6 yrs. exper.),

Footnote Number	State	Footnotes for Tables 1 through 16
		$22,400-31,132; Chem. Superv. 3 (2 empl., BS, 8 yrs. exper.), $24,417-33,936.
15	Guam	Other positions are: Medical Laboratory Technician III (1 empl.), requiring BS, $11,224-14,320; Medical Laboratory Technician IV, BS plus one year of experience, $12,136-15,880; Med. Technologist I, $12,760-16,920; and Med. Technologist II (1 empl.), $14,320-19,260.
16	Iowa	Other positions are: Laboratory Technician II (requires HS, plus two years experience), $13,249-17,889; and Lab. Technician IV (requires five years experience), $17,889-24,061.
17	W.Va.	A position of Cytotechnologist (3 empl.) requires two years of college and 12 months of training in an accredited school of cytotechnology and has same pay range as Micro. I and Chem. I positions.
18	Wisc.	Salary for Asst. Lab. Dir. is negotiable and position is vacant; therefore, no salary can be shown in the table.
19	Ind.	The number I classification indicates the highest position in a class. Additional positions of Microbiologist Supervisor V and Chemist Supervisor V require five years experience, including two years supervisory, and have same pay range as Microbiologist II and Chemist II ($18,564-27,482). The Microbiologist Supervisor IV's (Table 9) serve as Division Directors of the Microbiology, Serology, and Virology Laboratories. The Director of the Food, Drug, and Dairy Laboratory Division and the Director of the Water and Sewage Laboratory Division have a pay range of $22,542-34,138.

Footnote Number	State	Footnotes for Tables 1 through 16
20	Colo.	Additional positions: Laboratory Assistant II, $12,276-16,464 and Laboratory Technician II, $17,280-23,148.
21	Ohio	Formal education and experience requirements were eliminated from position descriptions on February 12, 1976. Qualifications are determined and mandated based on course work and/or related experience. Longevity increases: After completing 5 years of total service, each classified employee receives an automatic salary adjustment of 2-1/2% of the classification salary base. Thereafter, the employee receives an annual adjustment of 1/2 of 1% of his classification salary base for each additional year of qualified employment until a maximum of 10% of the salary base is reached (at 25 years of service).
22	Wash.	Position of Laboratory Technician III requires six years experience and has pay range of $15,228-19,500. Lab Animal Keeper has salary range of $9,300-11,904.
23	S.C.	Pay plan does not provide for step increases; rather, each employee is evaluated every 12 months (following a six months probationary appointment evaluation), at which time he is eligible for a salary increase. An employee who starts at the minimum salary is eligible for a raise at the six-month evaluation. Increases are set each year by the State Budget and Control Board. 1981-82 ranges were 3% for satisfactory, 4% for superior, and 5% for an outstanding. However, no one can go above the maximum for the pay grade. For 1982-83, no increases were approved. Other positions include Supply and Purchasing Manager I, $14,954-21,195; Supply Clerk II,$7,984-11,315; Instrument Supervisor, $16,821-23,841; Biomedical Technician, $13,293-18,842; and a Medical

Footnote Number	State	Footnotes for Tables 1 through 16
		Technologist series I-IV with a pay scale approved equivalent to the Microbiologist. Division Director positions are as follows: Div. Dir. Environmental Health (requiring DOC + 2 yrs. experience) and Div. Dir. Diagnostic Micro. (requiring DOC + 3 yrs. exp.), $28,010-39,701; Div. Dir. Lab. Improvement (requiring DOC + 3 yrs. exp.), $25,897-36,705; and Div. Dir. scientific Services (requiring BS + 8 yrs. exp.), $22,137-31,376.
24	S.D.	No step system. Merit raise percentages are determined individually for each employee. The position of Lab. Director is a political appointee, and has no specific requirements and no set salary schedule.
25	Ariz.	Position of Laboratory Certification Consultant (4 empl.) and a single position of Quality Assurance Coordinator require BS and two years experience, with salary range of $20,355-26,737.
26	Kans.	Following an initial 9-step salary range, an employee may move into either a longevity series of 4 additional steps or an outstanding performance range of 3 additional steps. Additional positions include P.H. Lab Tech. I (6 empl.) requiring HS plus 2 yrs. experience, $12,276-16,296; and P.H. Lab. Tech. II (3 empl.) requiring HS plus 4 years experience, $14,004-18,396.
27	Minn.	Bacteriologist aide (9 positions) has same salary range as Med. Lab. Technician II position. Bacteriology Lab. Specialist (1 pos.) has range of $20,233-26,768 and Lab. Services Supv. has range of $18,521-24,325.
28	N.C.	Other positions include: Lead Laboratory Helper, $7,824-11,484; Laboratory Technician, $10,092-14,916; Medical Laboratory Technician III

Footnote Number	State	Footnotes for Tables 1 through 16
		$14,256-21,432; Medical Laboratory Supervisor II, $18,708-28,500; Laboratory Improvement Consultant, $17,076-25,920; Laboratory Improvement Coordinator, $18,708-28,500; and Cytotechnologist, $12,012-17,880.
29	Conn.	Storekeeper is at same level as Sr. Lab. helper. Two Material Storage Managers are at same pay level as the Micro./Chem. Trainee position. Pay range for Maintenance Supervisor is $14,876-18,074. Med. Technologist I (3 empl.) has pay range of $14,766-17,964. Asst. Supervisor, Scientific Services position (2 empl.) has same pay range as the Micro./Chem. position. The Med. Technologist II position pays $17,913-21,486. There is 1 Supervisor of Scientific Services, a position of Med. Technologist III, and 9 Asst. Biochemists equivalent to the Senior Micro./Sr. Environ. Chem. position. Two Principal Serologists, 1 Dairy Technologist, 9 Toxicological Chemists, and 2 Med. Lab. Examiners are equivalent to the Prin. Micro./Prin. Environ. Chem. position. A Health Lab. Research Specialist, 1 Biochemist, 1 Supervising Serologist, and 1 Supervising Med. Lab. Examiner are equivalent to the Superv. Micro./Superv. Environ. Chem. levels. Two non-managerial Toxicologists have a salary range of $28,392-34,720. Other positions are: Chief Toxicologist, $36,238-44,483; Chief Virologist, Chief Clinical Chemist, and Chief, Lab. Standards, $30,974-38,022.
30	Okla.	A total reclassification of all Merit System employees was effective July 1, 1981 and these changes are reflected in the tables. Education and experience requirements for Lab Technician are: completion of 1 year lab science course at the college level, or 1 year experience in lab work or any equivalent combination. For Sr. Lab Technician the requirements are: completion of 3 lab

Footnote Number	State	Footnotes for Tables 1 through 16
		sciences courses at the college level, or 2 years experience as a lab technician, or any equivalent combination of education and experience. Position of Med. Lab Technologist (1 empl.) requires MT certification and has salary range of $18,429-24,697. Sr. Med. Lab Technologist (0 empl.) requires MT certification and 1 yr. experience and pays $18,890-25,314.
31	Tex.	Additional positions include Lab Worker (2 positions) with pay range of $9,408-11,652; Microbiologist VI (7 empl.) and Chemist VI (2 empl.) requiring BS degree plus nine years experience and with salary range of $32,844-41,364.
32	Va.	Additional positions include: Microbiological Assistant (7 empl.), requiring BS/BA degree in biological science, including bacteriology, $11,643-15,905; Analytical Chemist Assistant (19 empl.), requiring BS/BA with emphasis in chemistry, subjects including analytical chemistry, $12,731-17,390; Regional Laboratory Director (5 empl.), BS/BA in forensic, physical, or natural science with 6 years experience, 3 of which were supervisory, $23,761-32,455; Forensic Scientist A (17 empl.), requiring BS/BA in natural or physical science, forensic science, police science or related area, $16,631-22,718; For. Sci. B (17 empl.), requires 3 years experience in forsensic lab. work, $18,183-24,837; Forensic Sci. C (7 empl.), requires 4 years exp., $21,732-29,690.
33	N.M.	Position of Director, Scientific Lab. Division, is exempt from the State Classified Position Plan and is an appointive position.

Footnote Number	State	Footnotes for Tables 1 through 16
34	N.D.	Additional positions are Laboratory Technician III paying $12,636-18,516, and Laboratory Technician IV paying $14,616-21,408.
35	Utah	State has an annual 4.0% merit increase, which may be increased to 8.0% for outstanding employees. Chemist 27 (2 positions) requires DOC plus two years experience, including one year supervisory experience and pays $24,868-36,269. Employee totals for Table 8 include Metabolic Screening Supervisor 25 and for Tables 12 and 13 include Chemist (Toxicology).

TABLE 17

AVERAGE ANNUAL SALARY COMPARISONS FOR CLASSIFICATIONS
IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

POSITION CLASSIFICATION	AVERAGE ANNUAL SALARIES			PERCENT CHANGE		
	1973	1978	1983	1973-78	1978-83	1973-83
LAB AIDE I	5,266	7,549	10,339	43.4	37.0	96.3
LAB AIDE II	6,090	8,447	11,570	38.7	37.0	90.0
LAB TECHNICIAN I	6,751	9,408	13,053	39.4	38.7	93.4
LAB TECHNICIAN II	8,055	10,829	14,900	34.4	37.6	85.0
MICROBIOLOGIST I	9,421	12,599	17,083	33.7	35.6	81.3
MICROBIOLOGIST II	10,825	14,400	19,527	33.0	35.6	80.4
MICROBIOLOGIST III	12,558	16,805	22,508	33.8	33.9	79.2
MICROBIOLOGIST IV	15,010	19,418	25,761	29.4	32.7	71.6
MICROBIOLOGIST V	16,977	21,189	27,983	24.8	32.1	64.8
CHEMIST I	9,734	12,527	16,915	28.7	35.0	73.8
CHEMIST II	11,158	14,833	19,783	32.9	33.4	77.3
CHEMIST III	12,826	16,713	23,266	30.3	39.2	81.4
CHEMIST IV	15,261	19,384	25,062	27.0	29.3	64.2
CHEMIST V	17,802	22,025	29,236	23.7	32.7	64.2
ASST LAB DIRECTOR	18,005	22,817	31,732	26.7	39.1	76.2
LAB DIRECTOR	21,798	28,519	38,753	30.8	35.9	77.8

THE SALARIES ABOVE ARE THOSE REPORTED IN THE POSITION CLASSIFICATION AND PAY BOOKLETS ISSUED IN THE YEARS INDICATED IN THE COLUMN HEADINGS AND GENERALLY REPRESENT DATA FOR THE PREVIOUS YEAR.

TABLE 18

COMPARISON OF AVERAGE ANNUAL SALARIES FOR LABORATORY AIDE I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
AL	5,233	7,839	11,474	49.8	46.4	119.3
AK	7,008	12,426	A	77.3	-	-
AZ	5,418	7,667	A	41.5	-	-
AR	4,764	6,357	9,113	33.4	43.4	91.3
CA	6,384	9,108	12,888	42.7	41.5	101.9
CO	5,418	7,824	11,820	44.4	51.1	118.2
CT	5,872	7,461	11,379	27.1	52.5	93.8
DE	4,554	7,249	9,587	59.2	32.3	110.5
DC	7,188	8,897	10,271	23.8	15.4	42.9
FL	4,855	6,713	8,227	38.3	22.6	69.5
GA	4,386	7,773	10,464	77.2	34.6	138.6
HI	6,720	8,658	11,610	28.8	34.1	72.8
ID	4,182	7,884	10,325	88.5	31.0	146.9
IL	5,946	7,764	12,138	30.6	56.3	104.1
IN	A	8,190	10,621	-	29.7	-
IA	A	6,825	9,533	-	39.7	-
KS	A	A	A	-	-	-
KY	4,122	6,348	8,844	54.0	39.3	114.6
LA	4,920	7,452	9,822	51.5	31.8	99.6
ME	5,627	7,280	10,941	29.4	50.3	94.4
MD	6,613	A	A	-	-	-
MA	6,142	A	10,701	-	-	74.2
MI	6,463	9,104	A	40.9	-	-
MN	5,670	9,177	12,580	61.9	37.1	121.9
MS	3,966	6,690	8,705	68.7	30.1	119.5
MO	4,830	6,990	8,988	44.7	28.6	86.1
MT	4,980	8,743	12,087	75.6	38.3	142.7
NB	4,608	6,816	9,395	47.9	37.8	103.9
NV	6,238	8,907	13,245	42.8	48.7	112.3
NH	5,069	6,474	8,521	27.7	31.6	68.1
NJ	5,480	6,744	9,364	23.1	38.9	70.9
NM	4,962	6,714	10,272	35.3	53.0	107.0
NY	5,525	5,870	A	6.2	-	-
NC	5,178	6,648	8,862	28.4	33.3	71.2
ND	4,578	6,714	8,652	46.7	28.9	89.0

TABLE 18

COMPARISON OF AVERAGE ANNUAL SALARIES FOR LABORATORY AIDE I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES (CONTINUED)

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
OH	6,344	7,260	11,492	14.4	58.3	81.2
OK	5,010	7,530	10,125	50.3	34.5	102.1
OR	5,520	8,016	10,680	45.2	33.2	93.5
PA	5,862	8,714	11,540	48.7	32.4	96.9
RI	5,486	8,752	10,995	59.5	25.6	100.4
SC	4,562	6,372	9,278	39.7	45.6	103.4
SD	4,409	6,661	8,465	51.1	27.1	92.0
TN	4,500	6,594	8,737	46.5	32.5	94.2
TX	5,382	7,008	11,208	30.2	59.9	108.3
UT	5,196	7,602	12,643	46.3	66.3	143.3
VT	5,226	7,817	10,046	49.6	28.5	92.2
VA	4,764	6,096	8,826	28.0	44.8	85.3
WA	6,120	7,914	10,086	29.3	27.5	64.8
WV	4,590	6,684	10,734	45.6	60.6	133.9
WI	6,387	9,965	14,272	56.0	43.2	123.5
WY	A	A	12,510	-	-	-
GU	5,126	8,138	9,322	58.8	14.6	81.9
PR	3,480	3,480	5,484	.0	57.6	57.6
VI	4,242	5,221	7,003	23.1	34.1	65.1

- = NO CHANGE OR COMPARISON POSSIBLE DUE TO MISSING DATA

A = NO POSITION REPORTED

TABLE 19

COMPARISON OF AVERAGE ANNUAL SALARIES FOR LABORATORY TECHNICIAN I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
AL	6,630	9,419	13,506	42.1	43.4	103.7
AK	8,010	14,904	18,336	86.1	23.0	128.9
AZ	7,698	10,741	14,135	39.5	31.6	83.6
AR	5,796	8,333	10,517	43.8	26.2	81.5
CA	8,160	11,856	16,266	45.3	37.2	99.3
CO	6,582	10,722	15,840	62.9	47.7	140.7
CT	6,635	8,166	13,166	23.1	61.2	98.4
DE	5,808	8,108	10,593	39.6	30.7	82.4
DC	10,506	12,997	15,263	23.7	17.4	45.3
FL	5,648	8,968	11,390	58.8	27.0	101.7
GA	5,742	9,015	13,755	57.0	52.6	139.6
HI	8,172	10,332	13,524	26.4	30.9	65.5
ID	4,746	8,694	11,943	83.2	37.4	151.6
IL	7,332	8,874	13,428	21.0	51.3	83.1
IN	6,227	9,373	12,012	50.5	28.2	92.9
IA	A	9,295	12,996	-	39.8	-
KS	4,848	7,344	10,800	51.5	47.1	122.8
KY	5,706	7,212	11,850	26.4	64.3	107.7
LA	6,480	8,916	12,312	37.6	38.1	90.0
ME	6,750	8,746	12,594	29.6	44.0	86.6
MD	A	8,548	10,599	-	24.0	-
MA	7,961	10,120	11,098	27.1	9.7	39.4
MI	8,686	11,421	15,065	31.5	31.9	73.4
MN	6,[illegible]0	9,981	13,916	54.0	39.4	114.8
MS	5,814	7,140	9,017	22.8	26.3	55.1
MO	6,786	9,846	12,426	45.1	26.2	83.1
MT	6,780	11,259	14,968	66.1	32.9	120.8
NB	6,234	7,980	11,671	28.0	46.3	87.2
NV	9,285	11,074	16,542	19.3	49.4	78.2
NH	7,181	8,826	11,592	22.9	31.3	61.4
NJ	7,929	9,963	13,834	25.7	38.9	74.5
NM	7,140	A	A	-	-	-
NY	8,250	8,775	A	6.4	-	-
NC	7,410	9,384	12,504	26.6	33.3	68.7
ND	4,788	8,568	11,046	79.0	28.9	130.7

TABLE 19

COMPARISON OF AVERAGE ANNUAL SALARIES FOR LABORATORY TECHNICIAN I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES (CONTINUED)

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
OH	7,228	8,851	13,229	22.5	49.5	83.0
OK	A	8,460	14,247	-	68.4	-
OR	A	10,434	13,968	-	33.9	-
PA	7,485	10,387	14,210	38.8	36.8	89.9
RI	6,272	10,566	13,426	68.5	27.1	114.1
SC	5,692	7,076	11,740	24.3	65.9	106.3
SD	5,928	9,040	10,967	52.5	21.3	85.0
TN	5,700	7,986	9,936	40.1	24.4	74.3
TX	7,488	9,750	14,370	30.2	47.4	91.9
UT	6,504	9,342	15,952	43.6	70.8	145.3
VT	7,059	10,050	12,739	42.4	26.8	80.5
VA	6,216	7,944	10,543	27.8	32.7	69.6
WA	6,702	11,136	14,256	66.2	28.0	112.7
WV	A	A	A	-	-	-
WI	7,239	9,724	13,966	34.3	43.6	92.9
WY	6,648	10,704	17,670	61.0	65.1	165.8
GU	5,780	A	10,528	-	-	82.2
PR	4,020	4,020	A	.0	-	-
VI	A	6,800	9,847	-	44.8	-

- = NO CHANGE OR COMPARISON POSSIBLE DUE TO MISSING DATA

A = NO POSITION REPORTED

TABLE 20

COMPARISON OF AVERAGE ANNUAL SALARIES FOR MICROBIOLOGIST I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
AL	10,043	13,091	19,428	30.4	48.4	93.5
AK	11,574	20,730	30,516	79.1	47.2	163.7
AZ	10,092	14,088	A	39.6	-	-
AR	8,902	10,712	13,364	20.3	24.8	50.1
CA	8,532	11,610	15,612	36.1	34.5	83.0
CO	10,212	13,686	17,934	34.0	31.0	75.6
CT	8,449	9,858	14,960	16.7	51.8	77.1
DE	9,331	12,368	17,102	32.6	38.3	83.3
DC	10,506	12,997	19,554	23.7	50.5	86.1
FL	9,772	11,714	15,013	19.9	28.2	53.6
GA	9,108	13,518	17,391	48.4	28.7	90.9
HI	10,422	A	16,662	-	-	59.9
ID	8,220	11,646	16,004	41.7	37.4	94.7
IL	11,214	12,414	17,562	10.7	41.5	56.6
IN	10,608	13,338	16,718	25.7	25.3	57.6
IA	A	12,225	17,075	-	39.7	-
KS	9,156	12,594	18,518	37.6	50.2	106.6
KY	7,650	12,336	17,502	61.3	41.9	128.8
LA	8,880	13,236	18,276	49.1	38.1	105.8
ME	8,926	11,524	15,543	29.1	38.4	78.6
MD	9,720	11,871	14,678	22.1	23.7	51.0
MA	10,075	13,174	15,321	30.8	16.3	52.1
MI	10,440	13,301	17,184	27.4	29.2	64.6
MN	7,710	14,147	A	83.5	-	-
MS	8,580	13,170	15,839	53.5	20.3	84.6
MO	8,250	12,072	15,120	46.3	25.3	83.3
MT	9,300	13,372	17,380	43.8	30.0	86.9
NB	9,054	11,136	16,754	23.0	50.5	85.1
NV	11,137	13,223	A	18.7	-	-
NH	7,877	10,105	13,279	28.3	31.4	68.6
NJ	8,829	11,094	15,405	25.7	38.9	74.5
NM	9,360	A	17,574	-	-	87.8
NY	10,893	11,614	A	6.6	-	-
NC	10,680	13,380	17,844	25.3	33.4	67.1
ND	9,654	13,296	17,154	37.7	29.0	77.7

TABLE 20

COMPARISON OF AVERAGE ANNUAL SALARIES FOR MICROBIOLOGIST I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES (CONTINUED)

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
OH	9,558	11,607	16,182	21.4	39.4	69.3
OK	9,480	13,320	22,641	40.5	70.0	138.8
OR	A	13,248	A	-	-	-
PA	11,065	14,416	19,726	30.3	36.8	78.3
RI	9,256	13,176	A	42.4	-	-
SC	9,853	12,004	16,067	21.8	33.9	63.1
SD	9,651	11,768	15,919	21.9	35.3	65.0
TN	9,270	11,994	A	29.4	-	-
TX	10,416	13,554	18,600	30.1	37.2	78.6
UT	8,604	14,556	19,710	69.2	35.4	129.1
VT	9,529	13,074	16,348	37.2	25.0	71.6
VA	9,276	12,120	18,002	30.7	48.5	94.1
WA	9,240	12,894	17,364	39.6	34.7	87.9
WV	8,310	11,448	17,874	37.8	56.1	115.1
WI	10,842	12,930	18,844	19.3	45.7	73.8
WY	9,168	A	A	-	-	-
GU	8,434	A	14,840	-	-	76.0
PR	6,600	6,600	9,180	.0	39.1	39.1
VI	8,353	9,385	11,137	12.4	18.7	33.3

- = NO CHANGE OR COMPARISON POSSIBLE DUE TO MISSING DATA

A = NO POSITION REPORTED

TABLE 21

COMPARISON OF AVERAGE ANNUAL SALARIES FOR CHEMIST I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
AL	A	A	A	-	-	-
AK	13,410	A	A	-	-	-
AZ	10,092	14,088	18,539	39.6	31.6	83.7
AR	A	A	13,364	-	-	-
CA	9,654	13,002	17,388	34.7	33.7	80.1
CO	10,212	13,686	21,798	34.0	59.3	113.5
CT	8,445	9,858	14,960	16.7	51.8	77.1
DE	A	12,368	15,752	-	27.4	-
DC	12,155	15,047	17,655	23.8	17.3	45.3
FL	9,772	12,393	15,921	26.8	28.5	62.9
GA	9,108	13,518	17,391	48.4	28.7	90.9
HI	10,422	A	A	-	-	-
ID	7,722	11,646	16,004	50.8	37.4	107.3
IL	11,214	12,414	17,748	10.7	43.0	58.3
IN	10,608	13,338	16,718	25.7	25.3	57.6
IA	A	12,225	17,075	-	39.7	-
KS	9,618	12,594	18,918	30.9	50.2	96.7
KY	9,294	12,336	17,502	32.7	41.9	88.3
LA	9,480	12,432	18,276	31.1	47.0	92.8
ME	8,926	12,054	16,619	35.0	37.9	86.2
MD	9,720	11,871	14,678	22.1	23.7	51.0
MA	10,075	13,174	15,321	30.8	16.3	52.1
MI	10,440	13,301	17,184	27.4	29.2	64.6
MN	A	14,147	A	-	-	-
MS	8,580	A	A	-	-	-
MO	8,550	12,072	15,120	41.2	25.3	76.8
MT	9,300	13,372	17,380	43.8	30.0	86.9
NB	9,054	11,136	16,754	23.0	50.5	85.1
NV	11,137	13,223	A	18.7	-	-
NH	A	A	A	-	-	-
NJ	8,829	11,094	15,405	25.7	38.9	74.5
NM	9,360	A	17,574	-	-	87.8
NY	10,853	11,614	A	6.6	-	-
NC	9,744	12,240	16,320	25.6	33.3	67.5
ND	9,654	13,296	17,154	37.7	29.0	77.7

TABLE 21

COMPARISON OF AVERAGE ANNUAL SALARIES FOR CHEMIST I POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES (CONTINUED)

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
OH	9,558	11,607	16,182	21.4	39.4	69.3
OK	8,970	12,750	A	42.1	-	-
OR	A	A	A	-	-	-
PA	11,065	14,416	19,726	30.3	36.8	78.3
RI	A	A	16,624	-	-	-
SC	9,853	12,004	17,380	21.8	44.8	76.4
SD	9,651	11,768	15,919	21.9	35.3	65.0
TN	9,060	11,994	15,054	32.4	25.5	66.2
TX	10,416	13,554	18,600	30.1	37.2	78.6
UT	9,950	14,556	21,224	45.7	45.8	112.5
VT	9,529	13,074	16,348	37.2	25.0	71.6
VA	A	11,364	19,674	-	73.1	-
WA	9,672	14,532	18,246	50.3	25.6	88.7
WV	8,310	11,448	17,874	37.8	56.1	115.1
WI	10,842	12,930	18,844	19.3	45.7	73.8
WY	A	A	A	-	-	-
GU	A	A	14,840	-	-	-
PR	6,600	6,600	9,420	.0	42.7	42.7
VI	A	A	A	-	-	-

- = NO CHANGE OR COMPARISON POSSIBLE DUE TO MISSING DATA

A = NO POSITION REPORTED

TABLE 22

COMPARISON OF AVERAGE ANNUAL SALARIES FOR ASSISTANT LABORATORY DIRECTOR POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973–78	1978–83	1973–83
AL	19,013	24,622	35,093	29.5	42.5	84.6
AK	A	A	A	-	-	-
AZ	16,896	A	A	-	-	-
AR	A	16,447	25,285	-	37.1	-
CA	25,020	27,936	38,160	11.7	36.6	52.5
CO	A	A	A	-	-	-
CT	20,140	24,609	37,315	22.2	51.6	85.3
DE	A	A	A	-	-	-
DC	26,058	32,999	41,062	26.4	24.4	57.3
FL	17,780	20,108	28,104	13.1	39.8	58.1
GA	17,634	25,038	34,155	42.0	36.4	93.7
HI	17,832	A	A	-	-	-
ID	13,854	23,064	A	66.5	-	-
IL	25,674	A	A	-	-	-
IN	19,994	28,977	A	44.9	-	-
IA	A	27,475	39,810	-	44.9	-
KS	A	23,964	35,676	-	48.9	-
KY	12,450	A	A	-	-	-
LA	13,080	17,898	26,658	36.8	48.9	103.8
ME	16,697	18,700	26,541	12.0	41.9	59.0
MD	22,668	26,969	53,478	19.0	98.3	135.9
MA	19,264	28,468	35,073	47.8	23.2	82.1
MI	29,629	34,911	45,886	17.8	31.4	54.9
MN	A	A	36,623	-	-	-
MS	A	21,420	24,159	-	12.8	-
MO	15,078	20,598	25,392	36.6	23.3	68.4
MT	A	A	A	-	-	-
NB	15,966	18,876	A	18.2	-	-
NV	12,211	19,949	A	63.4	-	-
NH	A	A	A	-	-	-
NJ	A	A	A	-	-	-
NM	17,160	21,650	33,144	26.2	53.1	93.2
NY	36,102	A	A	-	-	-
NC	17,154	18,504	31,320	7.9	69.3	82.6
ND	13,404	21,648	27,954	61.5	29.1	108.6

TABLE 22

COMPARISON OF AVERAGE ANNUAL SALARIES FOR ASSISTANT LABORATORY DIRECTOR POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES (CONTINUED)

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
OH	20,301	19,407	28,714	- 4.3	48.0	41.4
OK	16,710	24,450	A	46.3	-	-
OR	14,436	20,544	25,650	42.3	24.9	77.7
PA	19,873	24,470	33,359	23.1	36.3	67.9
RI	13,182	A	29,684	-	-	125.2
SC	17,961	20,272	26,756	12.9	32.0	49.0
SD	A	A	A	-	-	-
TN	13,270	19,140	25,176	44.2	31.5	89.7
TX	20,750	A	39,100	-	-	88.4
UT	19,662	27,672	A	40.7	-	-
VT	14,118	18,698	23,316	32.4	24.7	65.2
VA	16,214	20,275	28,108	25.1	38.6	73.4
WA	24,234	A	A	-	-	-
WV	12,540	16,914	24,198	34.9	43.1	93.0
WI	19,150	26,525	A	38.5	-	-
WY	A	A	A	-	-	-
GU	A	A	19,910	-	-	-
PR	17,100	17,100	A	.0	-	-
VI	A	A	A	-	-	-

- = NO CHANGE OR COMPARISON POSSIBLE DUE TO MISSING DATA

A = NO POSITION REPORTED

TABLE 23

COMPARISON OF AVERAGE ANNUAL SALARIES FOR LABORATORY DIRECTOR POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
AL	22,893	28,951	46,060	26.5	59.1	101.2
AK	26,016	46,500	57,282	78.7	23.2	120.2
AZ	20,256	30,773	40,494	51.9	31.6	99.9
AR	22,764	24,037	26,780	5.6	11.4	17.6
CA	28,278	35,214	49,578	24.5	40.8	75.3
CO	22,890	31,338	42,000	36.9	34.0	83.5
CT	23,123	28,866	45,400	24.8	57.3	96.3
DE	20,412	29,295	42,852	43.5	46.3	109.9
DC	32,132	41,598	48,817	29.5	17.4	51.9
FL	20,943	24,377	31,500	16.4	29.2	50.4
GA	21,348	27,384	51,819	28.3	89.2	142.7
HI	21,684	26,040	32,736	20.1	25.7	51.0
ID	18,656	26,700	38,534	42.8	44.3	106.1
IL	29,940	31,140	42,168	4.0	35.4	40.8
IN	32,045	42,640	42,848	33.1	.5	33.7
IA	A	32,188	38,790	-	20.5	-
KS	19,056	27,414	43,728	43.9	59.5	129.5
KY	21,738	35,548	51,852	63.5	45.9	138.5
LA	26,400	28,092	43,608	6.4	55.2	65.2
ME	19,259	21,081	28,777	9.5	36.5	49.4
MD	32,000	41,159	44,200	28.6	7.4	38.1
MA	27,139	30,750	37,837	13.3	23.1	39.4
MI	36,666	37,615	49,527	2.6	31.7	35.1
MN	24,228	32,427	43,503	33.8	34.2	79.6
MS	16,182	23,610	30,576	45.9	29.5	89.0
MO	18,252	25,890	30,396	41.9	17.4	66.5
MT	18,090	23,858	28,659	31.9	20.1	58.4
NB	19,278	22,590	29,880	17.2	32.3	55.0
NV	19,509	30,462	A	56.1	-	-
NH	16,223	18,735	24,608	15.5	31.4	51.7
NJ	27,332	30,611	42,505	12.0	38.9	55.5
NM	24,120	23,900	37,338	- .8	56.2	54.8
NY	36,102	50,600	A	40.2	-	-
NC	21,840	27,054	39,720	23.9	46.8	81.9
ND	13,404	26,310	33,984	96.3	29.2	153.5

TABLE 23

COMPARISON OF AVERAGE ANNUAL SALARIES FOR LABORATORY DIRECTOR POSITIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES (CONTINUED)

STATE	AVERAGE ANNUAL SALARIES 1973	1978	1983	PERCENT CHANGE 1973-78	1978-83	1973-83
OH	24,138	21,393	31,605	- 11.3	47.7	30.9
OK	20,460	27,690	43,760	35.3	58.0	113.9
OR	19,368	27,570	34,788	42.4	26.2	79.6
PA	23,016	28,039	39,570	21.8	41.1	71.9
RI	15,912	30,652	34,601	92.6	12.9	117.5
SC	31,995	38,068	56,371	19.0	48.1	76.2
SD	16,515	20,016	29,509	21.2	47.4	78.7
TN	14,820	23,034	30,210	55.4	31.2	103.9
TX	23,750	29,585	43,300	24.6	46.4	82.3
UT	21,996	30,966	44,359	40.8	43.3	101.7
VT	20,332	26,609	33,040	30.9	24.2	62.5
VA	18,900	25,850	33,589	36.8	29.9	77.7
WA	26,562	29,550	38,274	11.3	29.5	44.1
WV	13,860	20,556	36,732	48.3	78.7	165.0
WI	25,650	38,400	41,800	49.7	8.9	63.0
WY	16,398	25,788	41,970	57.3	62.8	156.0
GU	13,663	16,675	22,640	22.0	35.8	65.7
PR	18,300	18,300	21,360	.0	16.7	16.7
VI	13,921	21,569	21,569	54.9	.0	54.9

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A = NO POSITION REPORTED

Table 24

1980/81 AND 1981/82 AVERAGE SALARY RANGES FOR CLASSIFICATIONS IN STATE AND TERRITORIAL PUBLIC HEALTH LABORATORIES

Position Classification	Booklet #13 1980/81 Average Min. - Max.	Booklet #14 1981/82 Average Min. - Max.
Lab Aide I	$ 8,307-11,024	$ 8,799-11,880
Lab Aide II	9,164-12,239	9,885-13,255
Lab Technician I	10,374-13,910	11,072-15,035
Lab Technician II	11,780-15,866	12,650-17,150
Microbiologist I	13,582-18,611	14,321-19,846
Microbiologist II	15,283-21,269	16,278-22,776
Microbiologist III	17,699-24,617	18,792-26,225
Microbiologist IV	20,169-27,945	21,487-30,036
Microbiologist V	22,327-30,767	23,350-32,616
Chemist I	13,597-18,524	14,297-19,534
Chemist II	15,598-21,657	16,526-23,040
Chemist III	17,983-24,824	19,225-26,523
Chemist IV	19,742-27,472	21,001-29,124
Chemist V	23,041-31,703	24,600-33,873
Asst. Lab Director	25,099-34,505	26,672-36,793
Lab Director	30,368-42,302	32,454-45,053

SALARY DATA FROM HOSPITALS, INDUSTRY, AND THE FEDERAL GOVERNMENT

SALARY DATA FROM HOSPITALS, INDUSTRY, AND THE FEDERAL GOVERNMENT

The following tables are presented to allow salary comparison of certain public health laboratory positions with those in hospitals, industry, and the Federal Government. All information presented is from Bureau of Labor Statistics (BLS), U.S. Department of Labor publications.

A. SALARY DATA FROM HOSPITALS

Table 25 shows the hourly earnings (mean, median, and middle range) for hospital Laboratory Technicians. Table 26 gives earnings data for Medical Technologists, while Table 27 gives data for Transcribing-Machine Typists, the only clerical position included in the BLS data which is similar to positions which may be found in a State public health laboratory. This data is extracted from the 22 area wage surveys, "Hospitals [Area] October 1981," released by the BLS. The comprehensive report has not yet been published.

The BLS surveys covered all private (non-government) and State and local government hospitals employing 100 workers or more in each of the 22 metropolitan areas studied. Hospitals operated by the Federal government were not included. All occupational information excludes members of religious orders and students.

The earnings data in Tables 25-27 are for full-time employees and relate to straight-time hourly earnings. Excluded are premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites, if any,provided in addition to cash salaries. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position--half of the workers surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

Following Tables 25-27 are reproductions of the job descriptions used by the BLS for the three positions shown in those tables.

TABLE 25

HOURLY EARNINGS FOR HOSPITAL LABORATORY TECHNICIANS

Source: Industry Wage Survey: Hospitals, October 1981.
U.S. Department of Labor, Bureau of Labor Statistics.
(Separate release for each of the 22 areas studied)

Area	Number of Workers	Hourly Earnings Mean	Median	Middle Range
Northeast				
Boston	518	$ 6.72	$ 6.57	$ 6.01 - 7.43
Buffalo	167	6.56	6.48	5.99 - 7.23
New York	1,077	8.83	9.01	7.87 - 9.60
Philadelphia	929	7.26	7.25	6.60 - 7.79
South				
Atlanta	137	6.54	6.42	5.94 - 7.17
Baltimore	299	6.60	6.43	5.85 - 7.24
Dallas - Ft. Worth	188	6.81	6.94	5.96 - 7.59
Houston	449	6.91	6.95	5.88 - 7.95
Miami	179	7.00	6.91	6.12 - 7.93
Washington	252	7.31	7.03	6.07 - 8.24
North Central				
Chicago	783	7.68	7.71	7.13 - 8.46
Cleveland	316	7.86	7.83	7.19 - 8.41
Detroit	389	7.73	7.86	6.97 - 8.65
Kansas City	154	6.77	6.64	5.21 - 7.83
Milwaukee	87	6.73	6.93	5.87 - 7.28
Minneapolis-St. Paul	176	7.16	7.05	6.46 - 7.70
St. Louis	467	7.14	7.02	6.59 - 7.69

TABLE 25

HOURLY EARNINGS FOR HOSPITAL LABORATORY TECHNICIANS
(Continued)

Source: Industry Wage Survey: Hospitals, October 1981.
U.S. Department of Labor, Bureau of Labor Statistics.
(Separate release for each of the 22 areas studied)

Area	Number of Workers	Hourly Earnings Mean	Median	Middle Range
West				
Denver-Boulder	156	$ 7.49	$ 7.38	$ 6.67 - 8.11
Los Angeles-Long Beach	733	7.23	6.98	6.34 - 7.50
San Francisco-Oakland	184	11.66	11.60	10.67 -13.57
Seattle-Everett	100	7.74	7.57	7.28 - 8.70
Portland	-	-	-	-

TABLE 26

HOURLY EARNINGS FOR HOSPITAL MEDICAL TECHNOLOGISTS

Source: Industry Wage Survey: Hospitals, October 1981.
U.S. Department of Labor, Bureau of Labor Statistics.
(Separate release for each of the 22 areas studied)

Area	Number of Workers	Hourly Earnings Mean	Median	Middle Range
Northeast				
Boston	1,391	$ 8.62	$ 8.46	$ 7.70 - 9.39
Buffalo	301	7.90	7.80	7.45 - 8.20
New York	2,642	9.82	9.80	9.19 -10.52
Philadelphia	880	8.54	8.53	7.85 - 9.02
South				
Atlanta	505	8.17	8.11	7.51 - 8.77
Baltimore	769	8.57	8.46	7.81 - 9.32
Dallas - Ft. Worth	720	8.66	8.49	7.90 - 9.32
Houston	636	8.78	8.78	7.96 - 9.52
Miami	447	8.53	8.50	7.79 - 9.19
Washington	658	8.41	8.33	7.73 - 8.97
North Central				
Chicago	2,042	9.08	8.88	8.30 - 9.94
Cleveland	857	9.18	9.13	8.48 - 9.79
Detroit	1,313	9.83	9.85	9.09 -10.50
Kansas City	504	9.13	9.09	8.28 - 9.97
Milwaukee	584	9.39	9.35	8.75 -10.07
Minneapolis-St. Paul	727	9.09	9.07	8.16 -10.08
St. Louis	769	9.10	8.99	8.36 - 9.67

TABLE 26

HOURLY EARNINGS FOR HOSPITAL MEDICAL TECHNOLOGISTS
(Continued)

Source: Industry Wage Survey: Hospitals, October 1981.
U.S. Department of Labor, Bureau of Labor Statistics.
(Separate release for each of the 22 areas studied)

Area	Number of Workers	Hourly Earnings Mean	Median	Middle Range
West				
Denver-Boulder	463	$ 9.65	$ 9.61	$ 8.95 -10.39
Los Angeles-Long Beach	1,813	12.16	12.15	11.47 -13.32
San Francisco-Oakland	700	12.61	12.99	11.87 -13.31
Seattle-Everett	383	9.36	9.36	8.47 -10.28
Portland	174	10.29	10.52	9.96 -10.63

TABLE 27

HOURLY EARNINGS FOR HOSPITAL TRANSCRIBING-MACHINE TYPISTS

Source: Industry Wage Survey: Hospitals, October 1981.
U.S. Department of Labor, Bureau of Labor Statistics.
(Separate release for each of the 22 areas studied)

Area	Number of Workers	Hourly Earnings Mean	Median	Middle Range
Northeast				
Boston	111	$ 6.58	$ 6.52	$ 6.05 - 7.22
Buffalo	70	5.40	5.45	5.15 - 5.80
New York	601	7.30	7.73	6.77 - 8.21
Philadelphia	245	6.64	6.78	6.22 - 7.10
South				
Atlanta	129	5.97	5.96	5.25 - 6.57
Baltimore	211	6.05	6.08	5.35 - 6.76
Dallas- Ft. Worth	274	6.31	6.25	5.69 - 6.95
Houston	164	6.73	6.57	6.13 - 6.97
Miami	108	6.69	6.50	5.97 - 7.47
Washington	92	6.69	6.62	5.89 - 7.32
North Central				
Chicago	562	7.03	7.00	6.35 - 7.58
Cleveland	196	6.43	6.50	6.13 - 6.81
Detroit	461	7.02	7.00	6.62 - 7.54
Kansas City	150	6.16	6.09	5.60 - 6.65
Milwaukee	116	6.66	6.80	6.05 - 7.22
Minneapolis-St. Paul	143	6.23	6.08	5.64 - 6.73
St. Louis	242	6.42	6.53	5.91 - 6.96

TABLE 27

HOURLY EARNINGS FOR HOSPITAL TRANSCRIBING-MACHINE TYPISTS
(Continued)

Source: Industry Wage Survey: Hospitals, October 1981.
U.S. Department of Labor, Bureau of Labor Statistics,
(Separate release for each of the 22 areas studied)

Area	Number of Workers	Hourly Earnings Mean	Median	Middle Range
West				
Denver-Boulder	110	$ 6.90	$ 6.96	$ 6.18 - 7.60
Los Angeles-Long Beach	640	7.38	7.32	6.81 - 8.14
San Francisco-Oakland	281	8.33	8.21	7.85 - 8.93
Seattle-Everett	140	6.74	6.58	6.25 - 7.14
Portland	82	7.07	7.12	7.01 - 7.35

Laboratory technician

Performs routine tests in medical laboratory for use in diagnosis and treatment of disease, such as urinalyses, blood counts, and clinical chemistry. May prepare tissue samples for study by medical technologist or pathologist; prepare chemical reagent stains and solutions; tend automatic equipment to prepare specimens and perform analytic tests; make preliminary identification of common types of bacterial cultures for confirmation by supervisor; and collect specimens from patients. Maintains laboratory stock of chemicals and glassware May be classified as a Registered Medical Technician (RMT), a Medical Laboratory Technician (MLT) or a Clinical Laboratory Assistant (CLA). For wage study purposes, laboratory technicians are classified as either registered (certified) or nonregistered.

Medical technologist

Performs various chemical, microscopic, and/or bacteriologic tests to obtain data used in diagnosis and treatment of patients. Applies techniques used in fields of bacteriology or mycology, parasitology, histopathology, hemotology, serology, allergy, and/or chemical, radioactive, or orphological examinations. Is responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). May prepare tissues for microscopic pathological study. May, under supervision of a pathologist, engage in research and teaching activities. May supervise laboratory assistants, or where no laboratory assistants are employed, perform their duties. May also perform some duties of radiologic technologists, take electrocardiograms and determine basal metabolic rates. In large hospitals and those engaged in research, medical technologists may be responsible for testing and examination in only one of several fields of clinical pathology. In small hospitals, they may perform clinical tests in any one or a combination of these fields. Performs duties normally requiring 12 months' training in an approved school for medical technologists following at least 3 years of college. May be registered as "MT" by registering agency. Excludes chief technologists where more than one medical technologist is employed; tissue technicians who merely do routine preparation of tissue for study; those who perform only routine (qualitative rather than quanitative) tests such as urinalysis for PH factor or sugar by noting color change, testing hemoglobin by color, doing rough screening or who perform only a limited range of tests within one field; and workers holding specialist certifications from the Registry of the American Society of Clinical Pathologists, such as Limited Certificate in Histologic Technic and Certificates in Exfoliative Cytology, Chemistry, Microbiology, Blood banking. For wage study purposes, medical technologists were classified as either registered or nonregistered.

Transcribing-machine operator

(Medical transcriptionist)

Primary duty is to type copy of voice recorded dictation which does not involve varied technical or specialized vocabulary such as that used in legal briefs or reports on scientific research. May also type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

B. SALARY DATA FROM INDUSTRY AND THE FEDERAL GOVERNMENT

Salary data for this section is taken from the Bureau of Labor Statistics' National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1982. The information is representative of establishments in a broad spectrum of industries nationwide, except Alaska and Hawaii.

The survey results are used for a number of purposes including general economic analysis and wage and salary administration by private and public employers. Since one important use of the data is to provide the basis for setting Federal white-collar salaries, the job descriptions used in the collection of the data were designed to be translatable to specific General Schedule grades applying to Federal employees.[1]

The BLS reports that average salaries for most white-collar occupations covered by this survey rose sharply during the year ended March 1982. The salary increases commonly fell in the 9- to 10-percent range. As in the previous year, these increases were substantially higher than the annual averages of 7 to 8 percent over the 1975-80 period and of 6 to 7 percent over the 1970-75 period.[2]

Table 28 presents the salary distribution for 6 selected clerical positions broken down by occupational level. The BLS study indicates that secretary was the most heavily populated of the clerical jobs surveyed. Average salaries for clerical workers were generally highest in the public utilities, manufacturing, and mining industries and lowest in the finance, insurance, real estate, and retail trade divisions. Manufacturing industries employed about two-fifths of the clerical employees.[3]

Table 29 displays the salary distribution for the 7 levels of chemists. Manufacturing industries accounted for 85% of all chemists. Most of the remaining chemists were associated with research and development laboratories.[4]

Table 30 compares average salaries of the clerical and chemist positions with Federal salaries.

Job descriptions used in this survey for chemists and clerical occupations are reproduced following Tables 28-30.

[1]National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1982. U.S. Department of Labor, Bureau of Labor Statistics (September 1982), Bulletin 2145, p. iii.
[2]Ibid., p. 1.
[3]Ibid., p. 4.
[4]Ibid.

TABLE 28

MONTHLY SALARY DISTRIBUTION: CLERICAL OCCUPATIONS

Source: National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1982, U.S. Department of Labor, Bureau of Labor Statistics (September 1982) Bulletin 2145, pp. 25, 27.

(Percent distribution of employees in selected clerical occupations by monthly salary, United States, except Alaska and Hawaii, March 1982)

MONTHLY SALARY	ACCOUNTING CLERKS				FILE CLERKS			KEY ENTRY OPERATORS	
	I	II	III	IV	I	II	III	I	II
$525 AND UNDER $550	-	-	-	-	(0.3)	-	-	-	-
$550 AND UNDER $575	(1.7)	-	-	-	1.8	-	-	-	-
$575 AND UNDER $600	1.3	-	-	-	5.2	(0.5)	-	-	-
$600 AND UNDER $625	1.3	-	-	-	9.5	1.3	-	-	-
$625 AND UNDER $650	3.5	-	-	-	9.1	3.0	-	(1.6)	-
$650 AND UNDER $675	3.5	(1.5)	-	-	9.2	4.6	-	1.2	-
$675 AND UNDER $700	5.9	1.2	-	-	6.8	4.3	-	3.0	-
$700 AND UNDER $725	4.6	1.6	-	-	7.8	6.5	(0.3)	2.4	-
$725 AND UNDER $750	5.9	1.6	-	-	7.8	8.5	1.0	3.5	(1.2)
$750 AND UNDER $775	5.8	3.0	-	-	6.6	6.9	1.9	4.3	2.2
$775 AND UNDER $800	5.3	3.2	-	-	5.8	7.7	3.3	4.2	1.5
$800 AND UNDER $825	8.4	3.8	(2.1)	-	5.6	7.3	5.4	5.0	1.8
$825 AND UNDER $850	6.4	3.7	1.2	-	5.4	7.6	4.7	5.5	2.2
$850 AND UNDER $875	6.6	5.0	1.9	-	3.3	5.9	4.3	7.0	3.6
$875 AND UNDER $900	5.8	4.7	1.7	-	4.4	3.7	7.0	4.8	3.2
$900 AND UNDER $925	6.8	5.6	2.8	-	2.2	5.0	5.5	6.6	3.5
$925 AND UNDER $950	3.5	4.9	3.0	-	1.7	2.6	5.6	5.5	3.6
$950 AND UNDER $975	3.3	6.1	3.9	-	1.5	4.1	6.0	4.9	4.3
$975 AND UNDER $1,000	2.8	6.9	3.7	(2.5)	1.8	1.9	2.5	6.1	6.6
$1,000 AND UNDER $1,050	3.7	10.0	7.6	1.8	1.8	5.2	10.8	8.5	9.1
$1,050 AND UNDER $1,100	3.5	8.3	7.6	2.7	(2.9)	2.3	7.1	5.9	6.1
$1,100 AND UNDER $1,150	2.1	7.3	8.1	4.3	-	3.3	8.7	6.7	7.7
$1,150 AND UNDER $1,200	1.7	5.1	8.8	5.2	-	1.5	6.5	3.6	7.5
$1,200 AND UNDER $1,250	1.2	6.1	9.1	5.3	-	.7	5.2	2.5	6.8
$1,250 AND UNDER $1,300	.9	2.8	7.4	5.6	-	.6	3.9	2.1	5.7
$1,300 AND UNDER $1,350	.2	1.5	5.2	6.3	-	1.0	2.2	1.7	3.5
$1,350 AND UNDER $1,400	.5	1.4	6.0	7.2	-	(3.1)	1.4	1.0	4.0
$1,400 AND UNDER $1,450	.3	1.6	3.8	6.9	-	-	1.0	(0.3)	2.6
$1,450 AND UNDER $1,500	.3	1.4	2.7	6.9	-	-	1.3	-	1.6
$1,500 AND UNDER $1,550	1.5	1.6	2.9	5.3	-	-	.8	-	1.9
$1,550 AND UNDER $1,600	(1.5)	1.1	3.4	6.7	-	-	.6	-	1.0
$1,600 AND UNDER $1,650	-	(3.3)	1.9	6.5	-	-	.6	-	.6
$1,650 AND UNDER $1,700	-	-	1.1	3.2	-	-	.7	-	.7
$1,700 AND UNDER $1,750	-	-	.9	3.6	-	-	.6	-	1.1
$1,750 AND UNDER $1,800	-	-	.7	2.8	-	-	.6	-	.8
$1,800 AND UNDER $1,850	-	-	.8	3.1	-	-	.7	-	.8
$1,850 AND UNDER $1,900	-	-	1.1	2.9	-	-	.4	-	2.0
$1,900 AND UNDER $1,950	-	-	(2.6)	2.7	-	-	1.3	-	(2.9)
$1,950 AND UNDER $2,000	-	-	-	3.0	-	-	(0.7)	-	-
$2,000 AND UNDER $2,050	-	-	-	1.8	-	-	-	-	-
$2,050 AND UNDER $2,100	-	-	-	1.7	-	-	-	-	-
$2,100 AND UNDER $2,150	-	-	-	1.3	-	-	-	-	-
$2,150 AND OVER	-	-	-	(3.0)	-	-	-	-	-
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF EMPLOYEES	27,738	85,417	58,670	33,519	22,496	12,109	4,037	59,672	48,048
AVERAGE MONTHLY SALARY	$873	$1,061	$1,226	$1,587	$752	$873	$1,066	$981	$1,163

TABLE 28

MONTHLY SALARY DISTRIBUTION: CLERICAL OCCUPATIONS
(Continued)

(Percent distribution of employees in selected clerical occupations by monthly salary, United States, except Alaska and Hawaii, March 1962)

MONTHLY SALARY	SECRETARIES					STENOGRAPHERS		TYPISTS	
	I	II	III	IV	V	I	II	I	II
UNDER $625	-	-	-	-	-	-	-	(1.7)	-
$625 AND UNDER $650	-	-	-	-	-	-	-	2.5	-
$650 AND UNDER $675	-	-	-	-	-	-	-	3.0	-
$675 AND UNDER $700	-	-	-	-	-	-	-	5.9	(0.7)
$700 AND UNDER $725	-	-	-	-	-	-	-	5.7	1.1
$725 AND UNDER $750	-	-	-	-	-	(1.2)	-	7.0	.7
$750 AND UNDER $775	(2.2)	-	-	-	-	1.8	-	6.3	2.0
$775 AND UNDER $800	1.3	-	-	-	-	1.7	-	6.9	2.6
$800 AND UNDER $825	2.1	-	-	-	-	2.8	-	7.1	2.5
$825 AND UNDER $850	2.6	(2.6)	-	-	-	1.5	-	5.2	3.4
$850 AND UNDER $875	3.3	1.3	-	-	-	2.7	-	6.0	4.6
$875 AND UNDER $900	2.6	1.8	-	-	-	2.8	-	5.1	3.5
$900 AND UNDER $925	3.0	2.8	-	-	-	2.9	-	5.2	4.6
$925 AND UNDER $950	3.9	3.3	(2.2)	-	-	3.1	-	3.9	4.7
$950 AND UNDER $975	4.3	3.1	1.2	-	-	3.5	(4.8)	3.9	4.0
$975 AND UNDER $1,000	4.0	2.5	1.0	(1.9)	-	3.6	1.2	2.0	4.4
$1,000 AND UNDER $1,050	9.6	6.4	3.1	1.6	-	7.2	2.9	4.3	8.4
$1,050 AND UNDER $1,100	9.3	7.9	4.2	2.1	-	6.2	3.5	3.3	7.1
$1,100 AND UNDER $1,150	9.1	8.7	5.4	2.8	(1.2)	7.1	3.6	2.3	7.7
$1,150 AND UNDER $1,200	6.7	8.8	5.9	3.5	1.3	6.6	2.5	1.6	5.3
$1,200 AND UNDER $1,250	6.4	9.0	7.8	4.1	1.7	5.1	5.5	2.4	1.8
$1,250 AND UNDER $1,300	5.7	8.3	8.2	5.2	2.2	4.1	5.3	1.3	1.4
$1,300 AND UNDER $1,350	4.1	7.1	7.6	6.1	2.8	5.3	6.9	1.1	2.5
$1,350 AND UNDER $1,400	3.5	5.1	6.6	5.7	3.3	3.4	6.7	.3	3.0
$1,400 AND UNDER $1,450	3.0	5.3	6.9	7.6	3.3	7.1	5.3	.3	3.2
$1,450 AND UNDER $1,500	2.0	4.3	6.1	6.8	5.0	6.4	6.7	1.1	4.4
$1,500 AND UNDER $1,550	2.1	3.6	5.9	6.2	5.8	3.5	7.2	1.1	1.6
$1,550 AND UNDER $1,600	1.2	2.5	4.4	5.3	5.1	4.4	7.6	(3.0)	1.6
$1,600 AND UNDER $1,650	1.1	1.4	3.8	5.4	5.2	.8	4.8	-	1.2
$1,650 AND UNDER $1,700	1.1	1.3	3.4	5.6	5.5	.7	3.8	-	.7
$1,700 AND UNDER $1,750	.9	1.0	2.5	5.5	6.1	1.5	7.0	-	1.1
$1,750 AND UNDER $1,800	1.1	1.0	2.1	4.0	6.0	.6	2.9	-	.7
$1,800 AND UNDER $1,850	(3.0)	1.5	1.7	3.3	6.0	.8	3.1	-	.6
$1,850 AND UNDER $1,900	-	(2.0)	1.9	3.2	5.2	3.1	4.1	-	1.6
$1,900 AND UNDER $1,950	-	-	1.0	2.7	4.1	2.7	3.6	-	.8
$1,950 AND UNDER $2,000	-	-	1.2	2.5	3.5	(1.6)	2.9	-	.2
$2,000 AND UNDER $2,050	-	-	1.6	2.0	3.8	-	1.9	-	1.2
$2,050 AND UNDER $2,100	-	-	(4.1)	1.6	4.8	-	3.9	-	(0.9)
$2,100 AND UNDER $2,150	-	-	-	1.2	2.9	-	1.1	-	-
$2,150 AND UNDER $2,200	-	-	-	1.6	2.6	-	(0.5)	-	-
$2,200 AND UNDER $2,250	-	-	-	(2.3)	2.4	-	-	-	-
$2,250 AND UNDER $2,300	-	-	-	-	1.8	-	-	-	-
$2,300 AND UNDER $2,350	-	-	-	-	1.9	-	-	-	-
$2,350 AND UNDER $2,400	-	-	-	-	2.1	-	-	-	-
$2,400 AND UNDER $2,450	-	-	-	-	1.0	-	-	-	-
$2,450 AND UNDER $2,500	-	-	-	-	.9	-	-	-	-
$2,500 AND UNDER $2,600	-	-	-	-	1.6	-	-	-	-
$2,600 AND UNDER $2,700	-	-	-	-	1.3	-	-	-	-
$2,700 AND OVER	-	-	-	-	(1.6)	-	-	-	-
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF EMPLOYEES	63,768	63,060	106,688	45,616	22,679	15,562	11,534	31,703	17,022
AVERAGE MONTHLY SALARY	$1,167	$1,305	$1,421	$1,550	$1,796	$1,239	$1,508	$988	$1,184

NOTE: To avoid showing small proportions of employees scattered at or near the extremes of the distributions for some occupations, the percentages of employees in these intervals have been accumulated and are shown in the interval above or below the extreme interval containing at least 1 percent. The percentages representing these employees are shown in parentheses. Because of rounding, sums of individual items may not equal 100.

TABLE 29

MONTHLY SALARY DISTRIBUTION: CHEMISTS

Source: National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1982, U.S. Department of Labor, Bureau of Labor Statistics (September 1982) Bulletin 2145, p. 21.

(Percent distribution of employees in selected professional and administrative occupations by monthly salary, United States, except Alaska and Hawaii, March 1982)

MONTHLY SALARY	CHEMISTS						
	I	II	III	IV	V	VI	VII
UNDER $1,100	(1.3)	-	-	-	-	-	-
$1,100 AND UNDER $1,150	2.3	-	-	-	-	-	-
$1,150 AND UNDER $1,200	1.6	-	-	-	-	-	-
$1,200 AND UNDER $1,250	1.4	-	-	-	-	-	-
$1,250 AND UNDER $1,300	2.5	-	-	-	-	-	-
$1,300 AND UNDER $1,350	4.5	-	-	-	-	-	-
$1,350 AND UNDER $1,400	4.8	(1.9)	-	-	-	-	-
$1,400 AND UNDER $1,450	4.7	1.8	-	-	-	-	-
$1,450 AND UNDER $1,500	5.0	1.8	-	-	-	-	-
$1,500 AND UNDER $1,550	4.7	2.5	(1.0)	-	-	-	-
$1,550 AND UNDER $1,600	4.0	3.6	1.0	-	-	-	-
$1,600 AND UNDER $1,650	10.3	4.0	.9	-	-	-	-
$1,650 AND UNDER $1,700	6.6	4.3	1.3	-	-	-	-
$1,700 AND UNDER $1,750	6.1	6.2	1.8	-	-	-	-
$1,750 AND UNDER $1,800	5.8	6.9	2.2	-	-	-	-
$1,800 AND UNDER $1,850	4.9	6.5	3.0	-	-	-	-
$1,850 AND UNDER $1,900	5.1	5.9	2.7	-	-	-	-
$1,900 AND UNDER $1,950	1.8	5.5	2.5	-	-	-	-
$1,950 AND UNDER $2,000	3.9	5.5	3.5	-	-	-	-
$2,000 AND UNDER $2,050	2.3	7.1	3.7	-	-	-	-
$2,050 AND UNDER $2,100	3.1	5.6	3.8	-	-	-	-
$2,100 AND UNDER $2,150	1.3	3.7	5.4	(3.6)	-	-	-
$2,150 AND UNDER $2,200	(2.8)	4.3	6.4	1.9	-	-	-
$2,200 AND UNDER $2,250	-	4.2	5.6	1.9	-	-	-
$2,250 AND UNDER $2,300	-	1.9	4.9	1.8	-	-	-
$2,300 AND UNDER $2,350	-	2.4	4.0	3.1	-	-	-
$2,350 AND UNDER $2,400	-	2.1	4.3	2.5	-	-	-
$2,400 AND UNDER $2,450	-	2.5	4.8	3.9	-	-	-
$2,450 AND UNDER $2,500	-	1.0	4.2	3.6	(2.9)	-	-
$2,500 AND UNDER $2,600	-	2.3	7.4	9.9	2.0	-	-
$2,600 AND UNDER $2,700	-	1.4	6.9	8.8	3.3	-	-
$2,700 AND UNDER $2,800	-	1.6	6.1	11.1	4.8	-	-
$2,800 AND UNDER $2,900	-	(1.1)	2.9	9.4	4.8	-	-
$2,900 AND UNDER $3,000	-	-	3.6	9.8	7.2	-	(1.2)
$3,000 AND UNDER $3,100	-	-	1.2	7.1	7.5	(2.9)	-
$3,100 AND UNDER $3,200	-	-	1.7	6.4	7.7	2.3	-
$3,200 AND UNDER $3,300	-	-	1.8	6.7	9.0	4.7	1.2
$3,300 AND UNDER $3,400	-	-	(1.2)	2.9	8.9	10.0	-
$3,400 AND UNDER $3,500	-	-	-	2.8	6.6	5.8	.2
$3,500 AND UNDER $3,600	-	-	-	1.1	7.9	5.9	2.1
$3,600 AND UNDER $3,700	-	-	-	1.0	7.2	6.8	5.9
$3,700 AND UNDER $3,800	-	-	-	(0.6)	5.1	7.7	2.3
$3,800 AND UNDER $3,900	-	-	-	-	2.9	10.5	1.0
$3,900 AND UNDER $4,000	-	-	-	-	2.7	7.8	13.0
$4,000 AND UNDER $4,100	-	-	-	-	1.9	6.6	5.9
$4,100 AND UNDER $4,200	-	-	-	-	2.0	5.6	6.2
$4,200 AND UNDER $4,300	-	-	-	-	1.3	3.2	4.3
$4,300 AND UNDER $4,400	-	-	-	-	1.4	3.4	4.2
$4,400 AND UNDER $4,500	-	-	-	-	(1.0)	2.3	10.5
$4,500 AND UNDER $4,600	-	-	-	-	-	2.1	3.9
$4,600 AND UNDER $4,700	-	-	-	-	-	2.8	2.5
$4,700 AND UNDER $4,800	-	-	-	-	-	1.5	4.7
$4,800 AND UNDER $4,900	-	-	-	-	-	1.6	2.0
$4,900 AND UNDER $5,000	-	-	-	-	-	1.2	2.7
$5,000 AND UNDER $5,100	-	-	-	-	-	(5.3)	1.6
$5,100 AND UNDER $5,200	-	-	-	-	-	-	2.1
$5,200 AND UNDER $5,300	-	-	-	-	-	-	1.1
$5,300 AND UNDER $5,400	-	-	-	-	-	-	1.8
$5,400 AND UNDER $5,500	-	-	-	-	-	-	2.4
$5,500 AND UNDER $5,600	-	-	-	-	-	-	2.1
$5,600 AND UNDER $5,700	-	-	-	-	-	-	1.5
$5,700 AND OVER	-	-	-	-	-	-	(4.7)
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF EMPLOYEES	3,617	6,677	10,900	11,630	8,912	3,828	1,438
AVERAGE MONTHLY SALARY	$1,637	$1,956	$2,335	$2,637	$3,351	$3,914	$4,671

Note: To avoid showing small proportions of employees scattered at or near the extremes of the distributions for some occupations, the percentages of employees in these intervals have been accumulated and are shown in the interval above or below the extreme interval containing at least 1 percent. The percentages representing these employees are shown in parentheses. Because of rounding, sums of individual items may not equal 100

TABLE 30

COMPARISON OF AVERAGE ANNUAL SALARIES IN PRIVATE INDUSTRY WITH SALARY RATES FOR FEDERAL EMPLOYEES UNDER THE GENERAL SCHEDULE

Source: National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1982. U.S. Department of Labor, Bureau of Labor Statistics (Sept. 1982) Bulletin 2145, pp. 78-80.

Title	Average Annual Salaries in Private Industry, March 1982	Average GS Salaries, March 1982*	GS Grade	GS Salary Range (10 steps)
Chemist I	$ 19,640	$ 14,539	GS-5	$ 12,854 - 16,706
Chemist II	23,474	18,007	GS-7	15,922 - 20,701
Chemist III	28,016	21,811	GS-9	19,477 - 25,318
Chemist IV	34,047	26,594	GS-11	23,566 - 30,640
Chemist V	40,207	32,065	GS-12	28,245 - 36,723
Chemist VI	46,971	38,571	GS-13	33,586 - 43,666
Chemist VII	53,658	45,713	GS-14	39,689 - 51,596
Accounting Clerks I	10,478	9,587	GS-2	9,381 - 11,807
Accounting Clerks II	12,488	10,915	GS-3	10,235 - 13,304
Accounting Clerks III	14,713	12,739	GS-4	11,490 - 14,937
Accounting Clerks IV	18,083	14,539	GS-5	12,854 - 16,706

File Clerks I	9,018	8,440	GS-1	8,342 - 10,439
File Clerks II	10,474	9,587	GS-2	9,381 - 11,807
File Clerks III	12,794	10,915	GS-3	10,235 - 13,304
Key Entry Operators I	11,771	9,587	GS-2	9,381 - 11,807
Key Entry Operators II	13,956	10,915	GS-3	10,235 - 13,304
Secretaries I	14,000	12,739	GS-4	11,490 - 14,937
Secretaries II	14,939	14,539	GS-5	12,854 - 16,706
Secretaries III	17,051	16,442	GS-6	14,328 - 18,630
Secretaries IV	18,603	18,007	GS-7	15,922 - 20,701
Secretaries V	21,546	20,463	GS-8	17,634 - 22,926
Stenographers I	14,867	10,915	GS-3	10,235 - 13,304
Stenographers II	18,094	12,739	GS-4	11,490 - 14,937
Typists I	10,893	9,587	GS-2	9,381 - 11,807
Typists II	13,723	10,915	GS-3	10,235 - 13,304

* Average of all GS employees in each grade as of March 31, 1982. Not limited to Federal employees in occupations surveyed by BLS.

CHEMIST

Performs professional work in research, development, interpretation, and analysis to determine the composition, molecular structure, and properties of substances; to develop or investigate new materials and processes; and to investigate the transformations which substances undergo. Work typically requires a B.S. degree in chemistry or the equivalent in appropriate and substantial college level study of chemistry plus experience.

Chemist I

General characteristics. This is the entry level of professional work requiring a bachelor's degree in chemistry and no experience, or the equivalent of a degree in appropriate education and experience. Performs assignments designed to develop professional capabilities and to provide experience in the application of training in chemistry as it relates to the company's programs. May also receive formal classroom or seminar-type training. (Terminal positions are excluded.)

Direction received. Works under close supervision. Receives specific and detailed instruction as to required tasks and results expected. Work is checked during progress, and is reviewed for accuracy upon completion.

Typical duties and responsibilities. Performs a variety of routine tasks that are planned to provide experience and familiarization with the chemistry staff, methods, practices, and programs of the company. The work includes a variety of routine qualitative and quantitative analyses; physical tests to determine properties such as viscosity, tensile strength, and melting point; and assisting more experienced chemists to gain additional knowledge through personal observation and discussion.

Responsibility for direction of others. Usually none.

Chemist II

General characteristics. At this continuing developmental level, performs routine chemical work requiring selection and application of general and specialized methods, techniques, and instruments commonly used in the laboratory, and the ability to carry out instructions when less common or proposed methods or procedures are necessary. Requires work experience acquired in an entry level position, or appropriate graduate level study. For training and developmental purposes, assignments may include some work that is typical of a higher level. (Terminal positions are excluded.)

Direction received. Supervisor establishes the nature and extent of analysis required, specifies methods and criteria on new types of assignments, and reviews work for thoroughness of application of methods and accuracy of results.

Typical duties and responsibilities. Carries out a wide variety of standardized methods, tests, and procedures. In accordance with specific instructions may carry out proposed and less common ones. Is expected to detect problems in using standardized procedures because of the condition of the sample, difficulties with the equipment, etc. Recommends modifications of procedures, e.g., extending or curtailing the analysis or using alternate procedures, based on knowledge of the problem and pertinent available literature. Conducts specified phases of research projects as an assistant to an experienced chemist.

Responsibility for direction of others. May be assisted by a few aids or technicians.

Chemist III

General characteristics. Performs a broad range of chemical tests and procedures utilized in the laboratory, using judgment in the independent evaluation, selection, and adaptation of standard methods and techniques. May carry through a complete series of tests on a product in its different process stages. Some assignments require a specialized knowledge of one or two common categories of related substances. Performance at this level requires developmental experience in a professional position, or equivalent graduate level education.

Direction received. On routine work, supervision is very general. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.

Typical duties and responsibilities. In accordance with instructions as to the nature of the problem, selects standard methods, tests or procedures; when necessary, develops or works out alternate or modified methods with supervisor's concurrence. Assists in research by

analyzing samples or testing new procedures that require specialized training because (a) standard methods are inapplicable, (b) analytical findings must be interpreted in terms of compliance or noncompliance with standards, or (c) specialized and advanced equipment and techniques must be adapted.

Responsibility for direction of others. May supervise or coordinate the work of a few technicians or aids, and be assisted by lower level chemists.

Chemist IV

General characteristics. As a fully competent chemist in all conventional aspects of the subject matter or the functional area of the assignments, plans and conducts work requiring (a) mastery of specialized techniques or ingenuity in selecting and evaluating approaches to unforeseen or novel problems, and (b) ability to apply a research approach to the solution of a wide variety of problems and to assimilate the details and significance of chemical and physical analyses, procedures, and tests. Requires sufficient professional experience to assure competence as a fully trained worker; or, for positions primarily of a research nature, completion of all requirements for a doctoral degree may be substituted for experience.

Direction received. Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.

Typical duties and responsibilities. Conducts laboratory assignments requiring the determination and evaluation of alternative procedures and the sequence of performing them. Performs complex, exacting, unusual analytical assignments requiring specialized knowledge of techniques or products. Interprets results, prepares reports, and may provide technical advice in specialized area.

Responsibility for direction of others. May supervise a small staff of chemists and technicians.

Chemist V

General characteristics. Participates in planning laboratory programs on the basis of specialized knowledge of problems and methods and probable value of results. May serve as an expert in a narrow specialty (e.g., class of chemical compounds, or a class of products), making recommendations and conclusions which serve as the basis for undertaking or rejecting important projects. Development of the knowledge and expertise required for this level of work usually reflects progressive experience through Chemist IV.

Direction received. Supervision and guidance relate largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments.

Typical duties and responsibilities. One or both of the following: (1) In a supervisory capacity, plans, organizes and directs assigned laboratory programs. Independently defines scope and critical elements of the projects and selects approaches to be taken. A substantial portion of the work supervised is comparable to that described for Chemist IV; (2) As individual researcher or worker, carries out projects requiring development of new or highly modified scientific techniques and procedures, extensive knowledge of specialty, and knowledge of related scientific fields.

Responsibility for direction of others. Supervises, coordinates, and reviews the work of a small staff of chemists and technicians engaged in varied research and development projects, or a larger group performing routine analytical work. Estimates personnel needs and schedules and assigns work to meet completion date. Or, as individual researcher or worker, may be assisted on projects by other chemists or technicians.

Chemist VI

General characteristics. Performs work requiring leadership and expert knowledge in a specialized field, product, or process. Formulates and conducts a systematic attack on a problem area of considerable scope and complexity which must be approached through a series of complete and conceptually related studies, or a number of projects of lesser scope. The problems are complex because they are difficult to define and require unconventional or novel approaches or have other difficult features. Maintains liaison with individuals and units within and outside the organization, with responsibility for acting independently on technical matters pertaining to the field. Work at this level usually requires extensive progressive experience including work comparable to Chemist V.

Direction received. Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

Typical duties and responsibilities. One or both of the following: (1) In a supervisory capacity (a) plans,

develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or (b) is responsible for the entire chemcial program of a company, when the program is of limited complexity and scope. Activities supervised are of such a scope that they require a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to level V. (2) As individual researcher or worker determines, conceives, plans, and conducts projects of major importance to the company. Applies a high degree of originality and ingenuity in adapting techniques into original combinations and configurations. May serve as a consultant to other chemists in specialty.

Responsibility for direction of others. Plans, organizes, and supervises the work of a staff of chemists and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objectives. Or, as individual worker or researcher, may be assisted on individual projects by other chemists or technicians.

Chemist VII

General characteristics. Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive chemical activities. Initiates and maintains extensive contacts with key chemists and officials of other organizations and companies, requiring skill in persuasion and negotiation of critical issues. At this level individuals will have demonstrated creativity, foresight, and mature judgment in anticipating and solving unprecedented chemical problems, determining program objectives and requirements, organizing programs and projects, and developing standards and guides for diverse chemical activities.

Direction received. Receives general administrative direction.

Typical duties and responsibilities. One or both of the following: (1) In a supervisory capacity is responsible for (a) an important segment of a chemical program of a company with extensive and diversified scientific requirements, or (b) the entire chemical program of a company where the program is more limited in scope. The overall chemical program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. Makes authoritative technical recommendations concerning the scientific objectives and levels of work which will be most profitable in light of company requirements and scientific and industrial trends and developments. Recommends facilities, personnel, and funds required. (2) As individual researcher and consultant, selects problems for research to further the company's objectives. Conceives and plans investigations in which the phenomena and principles are not adequately understood, and where few or contradictory scientific precedents or results are available for reference. Outstanding creativity and mature judgment are required to devise hypotheses and techniques of experimentation and to interpret results. As a leader and authority in the company, in a broad area of specialization, or in a narrow but intensely specialized one, advises the head of a large laboratory or company officials on complex aspects of extremely broad and important programs. Has responsibility for exploring, evaluating, and justifying proposed and current programs and projects and furnishing advice on unusually complex and novel problems in the specialty field. Typically will have contributed innovations (e.g., techniques, products, procedures) which are regarded as significant advances in the field.

Responsibility for direction of others. Directs several subordinate supervisors or team leaders, some of whom are in positions comparable to Chemist VI; or, as individual researcher and consultant, may be assisted on individual projects by other chemists and technicians.

Chemists VIII

General characteristics. Makes decisions and recommendations that are authoritative and have a far-reaching impact on extensive chemical and related activities of the company. Negotiates critical and controversial issues with top level chemists and officers of other organizations and companies. Individuals at this level have demonstrated a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive chemical programs and activities of outstanding novelty and importance.

Direction received. Receives general administrative direction.

Typical duties and responsibilities. One or both of the following: (1) In a supervisory capacity is responsible for (a) the entire chemical program of a company which is of moderate scope, or (b) an important segment of a chemical program of a company with very extensive and highly diversified scientific requirements, where programs are of such complexity and scope that they are of critical importance to overall operations and include

problems of extraordinary difficulty that have resisted solution. Decides the kind and extent of chemical programs needed to accomplish the objectives of the company, for planning and organizing facilities and programs, and for interpreting results. (2) As individual researcher and consultant formulates and guides the attack on problems of exceptional difficulty and marked importance to the company and/or industry. Problems are characterized by the lack of scientific precedents and source materials, or the lack of success of prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting work for the company as a recognized authority for broad program areas of considerable novelty and importance. Has made contributions such as new products or techniques, development of processes, etc., which are regarded as major advances in the field.

Responsibility for direction of others. Supervises several subordinate supervisors or team leaders some of whose positions are comparable to Chemist VII, or individual researchers some of whose positions are comparable to Chemist VII and sometimes Chemist VIII. As an individual researcher and consultant may be assisted on individual projects by other chemists or technicians.[1]

NOTE: Individuals in charge of a company's chemical program may match any of several of the survey job levels, depending on the size and complexity of chemical programs. Excluded from the definition are: (1) Chemists in charge of programs so extensive and complex (e.g., consisting of highly diversified or unusually novel products and procedures) that one or more subordinate supervisory chemists are performing at level VIII; (2) individuals whose decisions have direct and substantial effect on setting policy for the organization (included, however, are supervisors deciding the "kind and extent of chemical program" within broad guidelines set at higher levels); (3) individual researchers and consultants who are recognized as national and/or international authorities and scientific leaders in very broad areas of scientific interest and investigation.

[1] Insufficient data were obtained for level VIII to warrant presentation of average salaries.

Clerical

ACCOUNTING CLERK

Performs one or more accounting tasks, such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustment to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV *require* a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting Clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting Clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting Clerk III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting Clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of complete work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

FILE CLERK

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

File Clerk II

Sorts, codes, and files unclassified material by simple (subject-matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

KEY ENTRY OPERATOR

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disc encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions.

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or intepreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform some routine work as described for level I.

NOTE: Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

SECRETARY

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows.

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;

b. Stenographers not fully performing secretarial duties;

c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;

d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting or legal work;

e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;

f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;

g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below;

h. Trainees.

Classification by Level

Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors (a) level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

LEVEL OF SECRETARY'S SUPERVISOR (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1 Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

LS-2 Organizational structure is complex and is divided into subordinate groups that usually differ from each other as to subject-matter, function, etc.; supervisor usually directs staff through intermediate supervisors; internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries such as retail trade, with relatively few organizational levels, the supervisor may have an impact on the policies and may deal with important out side contracts, as described in LS-3.

LS-3 Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually interlocked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: Financial decision-making authority for assigned program(s); considerable impact on the entire organization's financial position or image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

LEVEL OF SECRETARY'S RESPONSIBILITY (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When a position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1 Carries out *recurring* office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters.

b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms.

c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format.

d. Maintains recurring internal reports, such as: Time and leave records, office equipment listings, correspondence controls, training plans, etc.

e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2 Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff members, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name.

b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings.

c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisors's procedures; assures that proper clearances have been obtained, when needed.

d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers non-routine requests to supervisor or staff.

e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3 Uses greater judgment and initiative to determine the approach or action to take in non-routine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval.

b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc., and informs supervisor on matters to be considered.

c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff.

d. Prepares special or one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc. under general direction.

e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquires, etc. Shifts clerical staff to accommodate workload needs.

LR-4 Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized.

b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations.

c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems.

d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive, coordinates the new information with background office sources; draws attention to important parts or conflicts.

e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Excludes secretaries performing any of the following duties:

Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches;

Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, Members of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Table C-4. Criteria for matching secretaries by level

Level of secretary's supervisor	Level of secretary's responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	*I	II	III	IV
LS-2	*I	III	IV	V
LS-3	*I	IV	V	V

* Regardless of LS level.

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings.

Excluded from this definition are:

a. Trainee positions not requiring a fully qualified stenographer.

b. Secretaries providing the principal secretarial support in an office and performing more responsible and discretionary tasks, as described in LR-1 thru LR-4 in the secretary definition.

c. Stenographers who take dictation involving the frequent use of a wide variety of technical or specialized vocabulary. Typically this kind of vocabulary *cannot* be learned in a relatively short period of time, e.g., a month or two.

d. Stenographers, such as shorthand reporters, who record material verbatim at hearings, conferences, or similar proceedings.

Stenographer I

Takes and transcribes dictation, receiving specific assignments along with detailed instructions on such requirements as forms and presentation. The transcribed material is typically reviewed in rough draft and the final transcription is reviewed for conformance with the rough drafts. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions; etc.

TYPIST

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May

do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves;

a. Typing directly from spoken material that has been recorded on discs, cylinders, belts, tapes, or other similar media;

b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and

c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using sort commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or performed paragaphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following:* Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already setup and spaced properly.

Typist II

Performs *one or more of the following:* Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling; syllabification, punctuation, etc, of technical or unusual words or foreign language materials; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

The following publications will provide additional recent salary information:

1. Salaries of Scientists, Engineers and Technicians. A Summary of Salary Surveys Prepared by Scientific Manpower Commission. (Tenth Edition) Washington, D.C. 20036, November 1981. 124 p. Price $25.00 (updated every other year).

2. Industry Wage Survey: Hospitals [AREA], October 1981. U.S. Department of Labor, Bureau of Labor Statistics. (Separate release for each of the 22 areas studied.)

3. National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1982. U.S. Department of Labor, Bureau of Labor Statistics (September 1982). Bulletin 2145. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Price $4.75.)

4. "Salary Survey - Chemists' Salaries Move Higher This Year," Chemical and Engineering News, June 22, 1981, pp. 56-62.

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